



# IndigenEYEZ

Annual  
Review

JUNE  
2022

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# GREETINGS FROM OUR PROGRAM DIRECTOR



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We lift our emerging leaders to become changemakers, activists and ambassadors for the people-to-be

The natural world has been a source of wisdom for Indigenous people from time immemorial. Our Elders and Knowledge Keepers continually remind us that we must focus on upholding our responsibilities to the land and not just solely on our rights to it. We are guided to return to our Indigenous principles and wisdom in order to move forward and create a future where Indigenous and non-Indigenous peoples can live with an anti-colonial consciousness together. IndigenEYEZ strives always to hold these principles within a nurturing, intergenerational container. This is balanced by our commitment to Indigenous sovereignty and rights together with taking responsibility to use our own power and privilege to balance the inequities and support change.

Over the past two years, Covid gave us the unexpected opportunity to explore online workshops to good effect. As we transition back to including more in-person programming, we are striving to take the best of both worlds, always with relevant protocols in place. Holding workshops in-person and on-the-land is our preferred space, but the value of online is clear in its capacity to reach a broad audience without anyone having to travel. We are experiencing the benefits of both methods and will carry them forward where most applicable.

Another opportunity that Covid presented has been the chance to slow down and look carefully at what we are doing. Instead of running from workshop to workshop, it's been so valuable to build our foundation, work on developing a framework aligned with our mission, and create essential curriculum materials.

Our goal for this year is to focus on delivering our signature workshops. This creates a space where we can mentor new facilitators with consistent materials and processes. Slowing down to go further may seem contradictory, but we are finding this a rich opportunity. As our latest strategic planning graphic shows (see page 14), this is all about pathways towards collective wellbeing.

limlāmt to each of you for being on our journey with us.

A handwritten signature in black ink that reads "Kelly Teasdale".

# VISION

IndigenEYEZ is driven by a vision of resilient, self-determining Indigenous communities guided by principles of responsibility to each other and the land.

## OUR FOCUS

We offer decolonization and leadership training for Indigenous people and our allies. Rooted in Indigenous ways of coming to know, we cultivate hope and positivity with the impactful creative facilitation methodologies of our partner PYE Global. We create safe spaces that help change patterns of internalized oppression brought on by colonization and support Indigenous people to stand strong in the wisdom of our ancestors. Our workshops apply an Indigenous lens to increasing confidence, empathy, teamwork, and creativity—tools that help us strengthen, exercise our voices and come together for positive change.

**Strengthening Community:** We welcome community members, staff, and leaders to our Indigenous renewal programs. All generations from Elders to youth are included. Our creative and land-based approach is adapted to online and in-person workshops.

**Building Skills:** We help grow skills for engaging with community. Our creative facilitation trainings are rooted in Indigenous practices of learning that are interactive, holistic, and land-based. Our trainings are for people looking to make change—in families, with youth, in the classroom, and across generations.

## A TEAM EFFORT

Our committed core of staff work from home-based offices and are supported by a volunteer Steering Committee. Our network of Indigenous and ally facilitators help us with the work of creating and holding space. We are blessed with inspiring partners. The passion and talents our staff, facilitators, and partners are the heart of what we do — they make it all possible!



“I feel such a deeper sense of community and I’m so thankful and appreciative. This container has been restorative, healing, nourishing and inspiring.”

—participant,  
Women on the Land







**INDIGENOUS-LED • INSPIRED BY CREATIVITY • GROUNDED IN ANCESTRAL WISDOM**

## HIGH IMPACT

Since 2014, we have reached 10,000+ participants through our workshops and camps. Many people tell us that our programs have changed them for the better. Observations confirm we are having tangible effects on social indicators such as health, education, and employment through our focus on increasing belonging, imagination, dignity, and connection to place. Our programs are about sharing skills and values that help participants create new patterns. We draw out courage and focus on supporting participants to become the changes they want to foster in their communities. Our mission is to get under the iceberg to the root of problems and foster systemic change.

## LIMLƏMT • THANK YOU

From the beginning, IndigenEYEZ has been fortunate to find generous supporters who are committed to helping us achieve our vision of an Indigenous resurgence and a legacy of intergenerational wellbeing in our communities.

**We are grateful for the past and continued support of everyone from individual donors to powerful foundations. limləmt to each and every one of you!**

“Such a powerful way of learning. This is the best course I have done in the spaces of learning of Indigenous values and holding space, facilitation, and communication. It was an intentional and rewarding experience to be part of.”

—participant, SPARK



# IN THE NEWS

In June 2021, we debuted our kinSHIFT workshops in response to rising demand from settlers to support their decolonization journeys and lay groundwork for better relations with Indigenous peoples and places. Designed as a social enterprise, kinSHIFT is an opportunity for settlers to learn—while at the same time contributing to a revenue stream that IndigenEYEZ earmarks for programs that empower Indigenous communities. The launch was covered by media outlets including this article by our own Odette Auger which appeared in both *Windspeaker* and *The Toronto Star*.

"Our shadows are called shadows for a reason, because we don't know they're there. They're more dangerous when you don't know they're there. And now that you know it's there, you have the choice to transform it."

-Kelly Terbasket

## Sylx facilitator launches workshop series for non-Indigenous allies

[READ THE FULL ARTICLE](#)

*Excerpted from The Toronto Star:* Over the past four years, IndigenEYEZ has been receiving requests from non-Indigenous organizations for truth and reconciliation workshops, which was how the idea for kinSHIFT formed as an offshoot organization.

"This need is opening up," Terbasket said. "People are actually asking for TRC workshops, race equity workshops, cultural safety."

Terbasket said working with allies is important because it creates a safe space for them to "quit censoring themselves," allowing people to make mistakes without harming Indigenous peoples in the process.

Through running mixed workshops with both Indigenous and non-Indigenous people, Terbasket said she noticed that Indigenous people would too often carry the burden of emotional labour to aid the learning curve of allies.

Terbasket says she wants to help non-Indigenous people understand power and privilege, implicit bias, and shared responsibilities around micro-aggressions and othering. She speaks of having compassion for the fact that allies need space to do this work.

"What we want to do is elicit their implicit bias. We don't want it to stay hidden behind political correctness because then they can't see it," she said.

"Our shadows are called shadows for a reason, because we don't know they're there. They're more dangerous when you don't know they're there. And now that you know it's there, you have the choice to transform it. Now imagine being in a room full of Indigenous people, how hard it would be to let your implicit bias out," said Terbasket.

"How do you know how to transform it if you don't even know it's there? So, we do these activities to help bring it out, in a safer space, into the light, to look at it."

In September, Canada marked the first National Day of Truth and Reconciliation. IndigenEYEZ was invited by Okanagan College and by popular social media personality Jillian Harris to share reflections and suggestions for how settlers might mark this important occasion.

## A powerful and local way to learn about truth and reconciliation

[READ THE FULL ARTICLE](#)

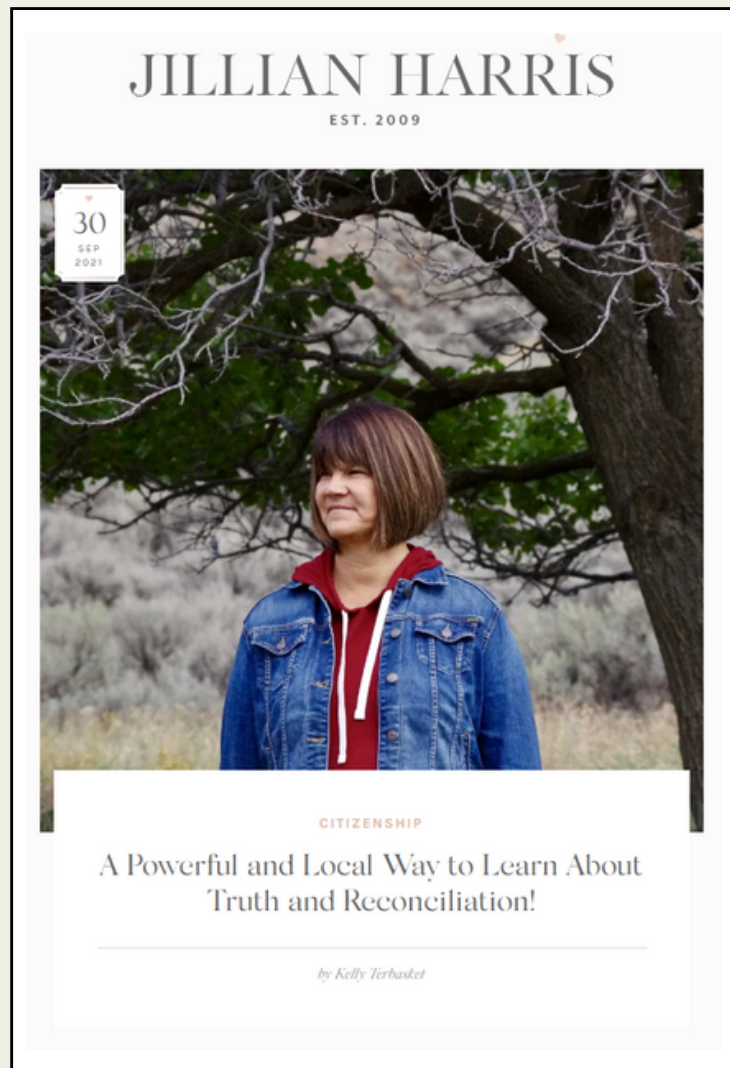
*Excerpted from Jillian Harris blog:*

As a person of mixed heritage, I've always felt the divide between cultures and wanted to be part of bridging awareness and understanding between the different realities. The bridge between cultures is literally where I've lived.

Understanding the continuing impacts of colonization is key. There are ongoing patterns embedded in our systems and infrastructure. These will take the strong partnership of Indigenous and non-Indigenous people working together. Beyond the talk, there is gritty work that needs to be done on very personal levels. Our schools, our friends, and our media have subtly influenced our entire lives—revisiting that is where kinSHIFT starts.

“I have spent much time reflecting on the experience and what I learned from you, from others, and from myself in those two days. It was a transformative experience and I continue to be inspired by what I heard and felt in that room.”

—Heather Adamson,  
kinSHIFT participant





# ON THE TEDx STAGE

In March 2022, Kelly delivered a TEDx Talk together with a lineup of speakers from diverse backgrounds who all share a passion for the transformative power of ideas.



## Recognizing Our Implicit Bias Towards Indigenous Peoples

[WATCH THE TED TALK](#)
[READ THE NEWSLETTER](#)
[READ ABOUT THE EVENT](#)

“Colonization and racism are not individual occurrences; they’re patterns. I was up against my internalized biases from the moment I accepted the invitation to participate in TEDxBYU. I have been taming and transforming my implicit biases my whole life. The tools I shared with the TEDx audience are the same ones I draw on in my life. We are always learning. A wise friend recently said to me, “We are all just humble humans coming to know.”

–Kelly Terbasket

*Excerpted from the IndigenEYEZ newsletter:* Preparing for and delivering a TED talk in March at BYU was one of the hardest things I’ve ever done. The hardest part wasn’t being on stage—I facilitate large groups for a living, so the delivery part felt natural. The biggest challenge was deciding what to say. My mind was racing in all directions. Now having come out the other side of this experience, I think I could give a TED talk about giving a TED talk!

I felt immense pressure. I was aware of the privileges that got me invited onto the TEDxBYU stage. Not only was I representing myself and my family, but I also had the humbling honour, privilege and responsibility to represent Indigenous people. There were people who were more deserving of this once-in-a-lifetime opportunity to bring their voices to a widespread audience. The voice inside my head shouted, “This is your chance to share a message with the world. Don’t mess it up!”

Leading up to the TEDx event, I wrote over 50 pages of notes. There are about a dozen versions of my TED talk on my computer. The emotional labour was intense...

Thanks to my friends, colleagues and a timely eagle, my inner narrative turned around. I needed to listen to my own medicine. I often say to participants in our workshops, “You are exactly where you are meant to be, authentic and imperfect.”



# STRENGTHENING INDIGENOUS WOMEN+

**13 MOONS** This new program was an absolute highlight of the year. Focused on bringing Indigenous women+ together for meaningful connection, 13 Moons was highly successful with deep ripple effects.

This gender equity training for Indigenous women+ of all ages was inclusive of two-spirit, transgender, and non-binary participants. 13 Moons was a popular series of online workshops. Sessions were built on the foundation that women are powerful—especially when united. More than 125 participants came together to explore healing across diversity, share stories and ideas, and reinvigorate our pride, belonging, and community. Our two lead Indigenous facilitators anchored the series, together with powerful Elders and Knowledge Keepers who shared their wisdom and created holistic containers in which to practice leadership skills, and uplift participants by nourishing mind, body, and spirit.

We approached program development in this way because we see relationships as agents of change. The connectedness of women is key to buffering current stressors and recovering from trauma. Connection to land, community, and self builds resiliency. By including encouragement to spend time offline in nature, we come to understand that the land operates as a stable caregiver that provides consistent support and acceptance without conditions or judgment. Participants were also supported—in the most nurturing way—by the Talking Circle we held in the afternoons after the morning workshops where Elder Shirley created space for meaningful and healing dialogue.

The workshops reached beyond our usual audience to connect with a diverse cross-section of women+. Participants left with a greater sense of cultural safety, deepened connection to land, decreased isolation, and fortified inner strength. Our team of facilitators and aunties shared similar experiences. The collective healing was profound.

The final session was held in person over two wonderful days. With so many requests to continue this women+ healing and resurgence, we have received funding to run 13 Moons again in fall 2022.

13 Moons was supported by The Fund for Gender Equality—a collaboration between Community Foundations of Canada and the Equality Fund, with support from the Government of Canada.



“You give us a place to  
settle into and  
welcome the grace of  
being HUMAN. Hiy Hiy  
All My Relations.”



# STRENGTHENING INDIGENOUS WOMEN+

“Being in Circle with other women is so nourishing and empowering; to know I am not alone, to feel that support from others. I have been feeling so disconnected and this fills me up. I am so appreciative.”

-participant,  
Women on the Land



“I learned how much we share in common. I felt safe and loved in a compassionate environment, especially out on the land.”

**WOMEN ON THE LAND** In the Similkameen Valley, Indigenous community staff members were hearing about Covid-19 significantly impacting women and posing challenges like increased isolation, economic stress, and gender-based violence. This short series of land-based workshops was held between September and November of 2021 in collaboration with Smalqmix (Lower Similkameen Indian Band).

The focus was on empowerment through rekindling connection to the healing power of the land. Workshops also demonstrated the power of strong relationships in an embodied and applied way using arts-based and meditative practices.

Twenty women affected by the pandemic, and community staff who work directly with them, participated in 10 sessions that were all focused on cultivating strength and resiliency to support coping, survival, and holistic wellness. The program was designed to support women dealing with various circumstances in addition to added responsibilities of caregiving that many experienced during this difficult time. The intersection of barriers and their compounding nature demonstrated the acute need for this program—it was met with avid support and gratitude.



# RAISING UP THE NEXT GENERATION OF LEADERS



**SPARK** is for people looking to make change. This creative facilitation training is deeply rooted in Indigenous principles and practices of learning. SPARK shares interactive facilitation techniques paired with the creative arts. Our remarkable partner PYE Global developed this creative community method and powerful toolkit of skills and activities. This year, we were honoured to partner with PYE Global on two SPARK trainings that targeted reaching Indigenous community workers in the Pacific Northwest.

We built SPARK on the foundation that inviting all voices, effective collaboration, and open and authentic dialogue are central elements of success. Participants were invited to embrace strengthening their creative selves through dialogue, fun, and imagination. We believe these are foundations for resiliency and deserve attention and nurturing. The training helped participants gain skills to continue their often challenging community-based work of engaging and leading change.

An important reflection was considering the lenses through which we view ourselves and others. Participants explored how their own thinking or communication patterns may be influenced by cultural context. Considering variables like oppression and privilege enables us to choose approaches that are more mutually liberating. In other words, part of our work together was to consider how we can shift socially and systemically ingrained patterns of “power over” by building a tapestry of shared power.

**CHANCE TO PRACTICE:** A significant element of SPARK is that participants not only gain skills but also have the opportunity to practice them. After the 4-part workshop training series, participants were able to do an additional 10 hours of virtual training sessions where they worked through exercises and examples of what is being taught, giving them the opportunity to enact their new skills prior to implementing them in their lives.

pʔax

The syilx word for spark means to spark so as to cause light—or to become “mind aware.”

Participants left reinvigorated and with an extensive toolkit of easy-to-lead activities. By the end of the training they had increased leadership and facilitation skills to better create spaces where every voice can be heard, intergenerational groups can comfortably work together, and meaningful dialogue and engagement can flourish.

“This is the absolute best virtual training I have ever taken. This was more than I could have asked for.”



# RAISING UP THE NEXT GENERATION OF LEADERS

**TOUCH THE EARTH** is based on the syilx concept yelmixwem, which means to twine together humans and our non-human relatives. This experiential land-based facilitation training program is designed to support front-line workers, teachers and anyone striving to strengthen relationships with land and place as part of their approach to engaging youth.

Touch the Earth was developed as a response to the reality that many communities are overwhelmed and under-resourced, and often must resort to crisis-driven programming. The program was designed to go far beyond surface-level solutions and prepare leaders to engage youth in ongoing and meaningful ways. Program graduates were well equipped to lead arts and land-based connection workshops and implement their increased skills to:

- Design experiential arts and land-based activities to create transformative learning spaces
- Foster holistic, embodied learning using Indigenous values
- Recognize relationship patterns learned as a result of colonialism
- Implement physical, mental, emotional, and cultural safety practices

Touch the Earth was offered in fall 2021 in partnership with Okanagan College.

yilyalmix<sup>w</sup>m

twining  
together  
humans and  
our non-  
human  
relatives



# SUPPORTING THE DECOLONIZATION JOURNEY

**kinSHIFT** Reconciliation requires an understanding of Canada's colonial history—past and present— together with an acknowledgement of the enduring strength and resiliency of Indigenous peoples. Our new social enterprise kinSHIFT launched in June 2021 in response to recurring requests from settlers who are committed to making change. Guided by Indigenous voices, kinSHIFT delivers a transformative workshop experience where settler allies can learn, ask questions, and make mistakes while building a foundation for engaging meaningfully with Indigenous peoples.

The purpose of kinSHIFT is to build foundational skills for reconciliation, rather than token practices. These workshops provide an overview of our shared history of colonization and explore how Indigenous worldviews must inform our journey towards a better future for all. They introduce the connection between implicit bias and injustice and look at how embracing diversity is necessary for collective survival. Reconciliation is layered and requires an understanding of how words and actions contribute to the marginalization of others, together with recognition of the urgency of taking collective responsibility for change. The kinSHIFT series allows for reflection on social positioning and ignites our potential to make the necessary changes towards reconciliation.

For settlers who are just beginning to engage with the tough stories of ongoing colonization and historical injustice, kinSHIFT workshops help with asking provocative questions, and providing guidance on working through the difficult emotions that can arise. Having space and time for settlers to explore their reactions and ask the questions they need to expand their understanding is beneficial to everyone. In particular, it helps ensure that their Indigenous colleagues are not saddled with the uncompensated emotional labour of supporting them through that portion of their journey.

*"I was reminded how much power I have to either contribute to or disrupt white supremacy and racialized harm, and the opportunity to be more authentic, connected, and attentive in relationship to the people I share spaces with."*

This powerful online series has the dual impact of supporting settlers on their learning—and unlearning—journeys as well as generating revenue that is used to support the IndigenEYEZ community-based programming for Indigenous peoples. We are grateful for the support and expertise of our partner [Purppl](#) for helping to realize this social enterprise.



**kinSHIFT is continuing in 2022-23 with the following feature offerings:**

**Elements of Truth** is a 4-part online series to get allies started on their personal journey.

**Journey Together** is a new 12-month decolonization coaching program for organizations.

# SUPPORTING THE DECOLONIZATION JOURNEY



**kinSHIFT IN THE CLASSROOM** Our decolonization training for teachers was offered in partnership with Okanagan College in the summer of 2021. This creative training was designed to empower teachers to foster cultural safety in the classroom and continue towards the goal of reconciliation. The training was built on the foundation that the wellbeing of one is connected to the wellbeing of all, and that everyone is a valuable piece of a solution. Participants completed training with the confidence and skill to implement Indigenous pedagogies and create curriculum informed by Indigenous knowledge. Increased understanding of intersectional and cross-cultural power dynamics equipped them to create more equitable classrooms founded on harmony, respect, connection, and cultural safety. The class included a UBC Okanagan professor and 3 Indigenous teachers, making it very grounded and especially impactful.

Strong interest from educators also resulted in IndigenEYEZ working with education and other staff at UBC Okanagan as well as providing professional development trainings for school districts in the region.



# LOOKING FORWARD

Over the past few years, we have been shifting towards focusing exclusively on delivering our signature workshops.

When we first started, we were able to connect with communities, adapt our offerings, and travel to them for delivery. This was an excellent way to learn about the needs of community, test out our methods in different spaces, and refine our offerings.

Now, by focusing on our signature workshops, we are able to share our well-honed trainings with a broader audience. All this time, we have been conscious that our goal is to create systemic change. Change is harder when we work alone. We've been energized by the outcomes that have resulted from collaboration with outstanding partners—and so we are moving more to working closely with partners including schools and other social change non-profits.



IndigenEYEZ visioning graphic by Yolanda Liman, Drawing it Out

# LOOKING FORWARD

Here is what is coming up this year.



## Signature Workshops

A newly packaged suite of workshops is on offer to support Indigenous communities and organizations to hone their vision and build stronger teams with better outcomes.



## Champions of Change

Fall 2022 is the launch of the IndigenEYEZ apprenticeship program with part-time positions available for emerging Indigenous facilitators.



## 13 Moons

We are excited about the second year for this leadership program for Indigenous women+ seeking to strengthen equity, pride, and belonging. Last year, this 10-part series cast a wide net, reached beyond our usual audience to over 100 participants, and resulted in passionate requests for a return offering.



## SPARK

This proven favorite is for staff, volunteers, and family members working with Indigenous youth. Created with our remarkable partners PYE Global, participants leave with tools, confidence, and energy to better support their young people to create a brighter future.



## Table Talks

This pilot project in partnership with the Community Foundation of the South Okanagan Similkameen brings reconciliation to the kitchen table to help ordinary Canadians take a step forward in talking with their family and friends by learning about Indigenous principles, exploring inherited beliefs, and starting to build skills for the journey.

syilx knowledge and nsyilxcen language and translation has been provided by various knowledge holders and language speakers from within our syilx nation. Indigenous peoples of the syilx nation are the exclusive owners of our cultural and intellectual properties.



## IndigenEYEZ

As a project on MakeWay's shared platform, IndigenEYEZ benefits from the governance, human resources, financial, and grant management oversight provided by MakeWay with strategic direction and daily management of activities sitting with the IndigenEYEZ team.



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