

Year in Review

June 2020



way p cyᑕap: *“Everything is possibility.”*



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A NOTE FROM OUR PROGRAM DIRECTOR

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Once again, we've had a busy year full of amazing participants, outstanding partners, and exciting initiatives. It's good to pause for a moment and reflect on where we've been—and on what lies ahead.

IndigenEYEZ is a Movement

Our programs are less about content and more about sharing skills, building capacity, and instilling values that help participants create new patterns in their lives, their work, and their communities. In our trainings and camps we draw out courage and learn by doing. We 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. We use innovate techniques to cultivate safer learning spaces where we can disrupt unhealthy patterns that divide us and find the strength to create new ways of mobilizing together around things that matter most. We lift up our indigeneity and revitalize the fierce and powerful values of our ancestors.



snaqsilx^w: We Share One Skin

Together we are stronger. Like the trees and our animal relatives, we are more at risk when we are alone. Our vision is to foster a network of community champions who stand together in our shared responsibility to care for the world and create a liveable future for the People-To-Be.

IndigenEYEZ is led by the truth that Indigenous imaginations and creativities make up our collective path for a renewed relationship with one another and the natural world. During this time of pandemic, we lean more than ever on the strength and resiliency of our Indigenous ancestors who endured and survived to pass their time-honoured insights and teachings on to us.

limlāmt | Thank You

limlāmt to our core funders and all the donors whose support continues to make this journey possible.

limlāmt to the Covid-19 response funds that are enabling us to adapt our workshops for online delivery until such time as we can meet safely in community again.

limlāmt to each of you who have been—and continue to be—on this journey with us.

—Kelly Terbasket, Program Director and Co-Founder

INDIGENEYEZ IS A MOVEMENT...

Building capacity of our emerging leaders

Breathing Indigenous values into our everyday ways of being

Healing fragmented intergenerational relationships

Creating safer spaces for deeper dialogue

Focusing on the roots of issues to foster systemic change

Building hope for a better future

Fostering strength-based communication

Using creative and imaginative tools for problem solving



INDIGENEYEZ 101: ABOUT US

30+ Youth Camps • 150+ Workshops • 7,500+ Lives Touched

Guided by Indigenous principles of interconnectedness and responsibility to one another and the land, we use proven practices in community building, the arts, and land-based methodologies to deliver trainings that share social, emotional skills that support Indigenous people and our allies to build healthier relationships and work together more effectively for the wellbeing of all.

High Impact

Many participants tell us our programs have changed their lives. We focus on instilling empathy, teamwork, and creativity—tools that help us embrace ancestral gifts, exercise our voices, and come together for positive change. An independent evaluation of our youth camp found that our work supported the development of leadership skills, confidence, and connections to community. 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.

Proven Approach

We have been given the gift of proven pedagogies from well-established programs in creative change. Our mentor organization, [Partners for Youth Empowerment or PYE](#), has been doing Creative Community Empowerment for 20+ years on 5 continents. Independent evaluations have confirmed the effectiveness of their blend of best practices in the arts, group engagement, and experiential learning. We have indigenized these methodologies and grounded them in the land-based learning of the popular [Rediscovery](#) environmental and cultural camps started on Haida Gwaii more than 30 years ago. We are honoured that PYE, has called our unique blended approach “one of the most powerful applications of the Creative Empowerment Model that we’ve ever seen.”

Medicine for Relationships

We create safe spaces for engagement and use them to build trust. Trust helps us reach across differences and have conversations that enable us to work together for the common good. Trust helps change self-defeating patterns associated with the impacts of colonization and support participants to stand strong in the wisdom of our ancestors.

Strong Partnerships

Our flexible approach has proven to be a good fit with a broad range of partners which has made it possible for our small staff to leverage a much higher number of trainings and participants than we could otherwise. We are grateful for these partners who share our desire for a world in which Indigenous strengths and values are re-invigorated.



Rapid Growth

Our work resonates deeply and there is more demand for our services than we can meet. This enthusiasm speaks to the need for our work, the power of the methods we practice, and the growing demand for strong Indigenous voices.

Committed Team

We are an Indigenous-led initiative. Our Program Director and co-founder, Kelly Terbasket, is a Syilx Okanagan woman with vision, energy, and several decades of experience leading local and provincial initiatives. We are supported by a volunteer Steering Committee and our small admin team works from home-based offices, so our overhead is low. Our network of 20+ Indigenous facilitators is essential to our success. Learning creative facilitation takes time and practice; it is sensitive work creating and holding space for people to learn about themselves and find ways to talk through the hard things that keep us apart. We have invested in our facilitators by offering low-barrier trainings augmented with opportunities for work experience. Their passion and talents are the heart of what we do.

IndigenEYEZ is a project on [MakeWay](#)'s shared platform, which provides operational supports, governance, and charitable expertise for changemakers.



SIGNATURE OFFERINGS

Over the past five years, we have developed two signature offerings that we deliver on an annual basis: 1) *IndigenEYEZ Youth Leadership Camps*, and 2) *Champions of Change* workshops for adults.

IndigenEYEZ Youth Leadership Camp 2019

7 days • 70+ youth and adults • 7000+ moments of connection

In July 2019, we returned to our favorite campsite in Syilx Okanagan territory for a camp that brought together youth and adults from around BC and beyond. The camp featured leadership training, partnerships, and welcomed special guests Indigenous hip-hop duo [Mob Bounce](#). The diversity of participants led to many exchanges of Indigenous languages and games, most notably with our visitors from Hatchet Lake First Nation in Saskatchewan whose ability to speak fluent Dené was a huge inspiration. Also the dedication that Mob Bounce brought to their leadership role was palpable as they helped participants mix beats, write lyrics, and infuse music with political and social consciousness.

Taking change home

The environmental leadership training aspect of this camp strengthened skills and knowledge in the areas of climate change, water stewardship, and land advocacy. Youth left more connected to their strengths and inner resources and motivated to be involved in their home communities.

Funding from the [Catherine Donnelly Foundation](#) enabled us to partner with our allies at [IICRD](#) on bringing a participatory action research approach to our camp and to continue with after-camp network sessions (ongoing from Fall 2019 to Spring 2020) that supported participants to gain hands-on experiences tackling change in their home communities.

Youth Standing in Their Power

Some youth arrived withdrawn but by the end were singing in front of the whole camp, full of confidence. Others arrived strong in their identity and could be seen supporting fellow participants who were having a hard time with emotional support, engaging them in traditional singing, drumming, and prayers. Activism is the process of being activated and part of this is becoming resilient internally and interpersonally.





WE ARE STRONG WHEN WE ARE UNITED: REVITALIZE • MOBILIZE • DECOLONIZE



IndigenEYEZ Leadership Training Camp

July 14th – 21st, 2019

Are you an emerging Indigenous leader, age 15 to 30? Join us at our 2019 environmental leadership training camp.

Become an **ACTIVIST** AMBASSADOR & changemaker for **Water CULTURE & LAND**



BUILD YOUR CAPACITY TO PROTECT THE LANDS AND WATERS OF YOUR TERRITORY:

- Become a leader in your community
- Connect with inspiring mentors
- Deepen your passion and purpose
- Strengthen your voice
- Explore creative self expression
- Make new friends

Learn more at www.IndigenEYEZ.com/YouthCamp2019

Champions of Change

Empowering Emerging Leaders

This workshop series shares tools to foster *snaqsilx*^w—the sense that all beings are interconnected. We began delivering *Champions of Change* in 2016 with support from the NIB Trust Fund and give thanks for their continued support again this past year when we offered *Champions* in West Kelowna, completing 6 sessions before covid-19 interrupted. We were able to wrap up with 2 additional on-the-land sessions in late spring with physical distance measures in place.

Indigenous communities have tremendous collective wounds due to colonial policies that fragmented—and continue to fragment—all our relationships. Disconnection undermines leadership within

Indigenous communities and hinders reconciliation efforts by non-Indigenous society. Reclaiming creativity and imagination is key to healing the disconnection patterning in our brains and dissolving the barriers we put up around our hearts for self-protection. The creative processes we use are medicine for our whole self and for our relationships. They support deep listening, empathy, emotional literacy, self-awareness, and compassionate communication.



Indigenous values place enormous importance on community and the power of acting together. In today's context, leaders and frontline workers face these questions daily: What fosters healthy, high-functioning teams? How do we unite our people across differences as we navigate our intersectionality, personalities, and histories? *Champions* supports participants to change patterns through the intentional re-patterning of behaviors. We share tools for ritualizing into practice new habits and healthy patterns of communication that build the teams that can help us achieve the goals we are striving for in our communities.

What People are Saying about Champions of Change

"In my 15 years of teaching this was one of the best workshops I have ever attended. I left feeling like I was in the most safe, welcoming learning environment where I could slow down and learn."

—Public school teacher and graduate student

"The IndigenEYEZ experience is not only valuable education but actually participating within the group is therapeutic and the pieces together are invaluable!"

—Participant, EK

"I left feeling empowered and uplifted. I really appreciated the positive strengths-based approach. The community building activities were powerful! liml̓amt!"

RECONCILIATION

Over the past year, IndigenEYEZ has contributed our expertise to the work of reconciliation in Canada. Our programming is sought by educational and health care organizations who wish to include more cultural competencies and Indigenous perspectives in their teachings.

Transforming Education with UBC Okanagan

Bringing Truth and Reconciliation into Classrooms Across Canada

A [research project](#) at the University of British Columbia in the Okanagan is seeking respectful ways for educators to align their teaching practices towards reconciliation. IndigenEYEZ has been a partner in supporting this project which is led by Director of UBC Okanagan's School of Education, Dr. Margaret Macintyre Latta, and involves other community partners including Okanagan Nation Alliance, Central Okanagan Public Schools, Kelowna Art Gallery, and the universities of Alberta and Ottawa. The project recently received a \$1 million grant to establish a 5-year research collaboration.

The project will see university and community partners work with Elders and local Knowledge Keepers to design and deliver learning opportunities that will help teachers confront the colonizing practices that have influenced education. This will help foster equitable practices for learners to attain a deeper understanding of human rights, responsibilities, and their part in reconciliation. The partnership will further curricular pathways in kindergarten to grade 12 education, productively contributing towards reconciliation across Canada.

IndigenEYEZ Program Director Kelly Terbasket explains the role of IndigenEYEZ in the project:

“We’ll be building an understanding of how to help educators create safer spaces for challenging discussions across diversity and inequality. We’ll be in the schools with them as they support students to make meaning out of the Truth and Reconciliation Commission content, see other points of view, and learn from our shared history in order to bring change that makes us all stronger together.”



Decolonizing Child and Family Services

This past year we tailored a *ReconciliACTION* workshop series for a large provider of services for children and families in the South Okanagan in order to further the organization's reconciliation journey. This series was designed to support non-Indigenous allies wishing to cultivate right relations but unsure where to begin. We shared tools to respond to the Calls to Action of the Truth and Reconciliation Commission, teaching increased awareness of personal perspectives and privilege and helping to grow a fuller understanding of the impacts of colonization.

Combatting Racism in Healthcare

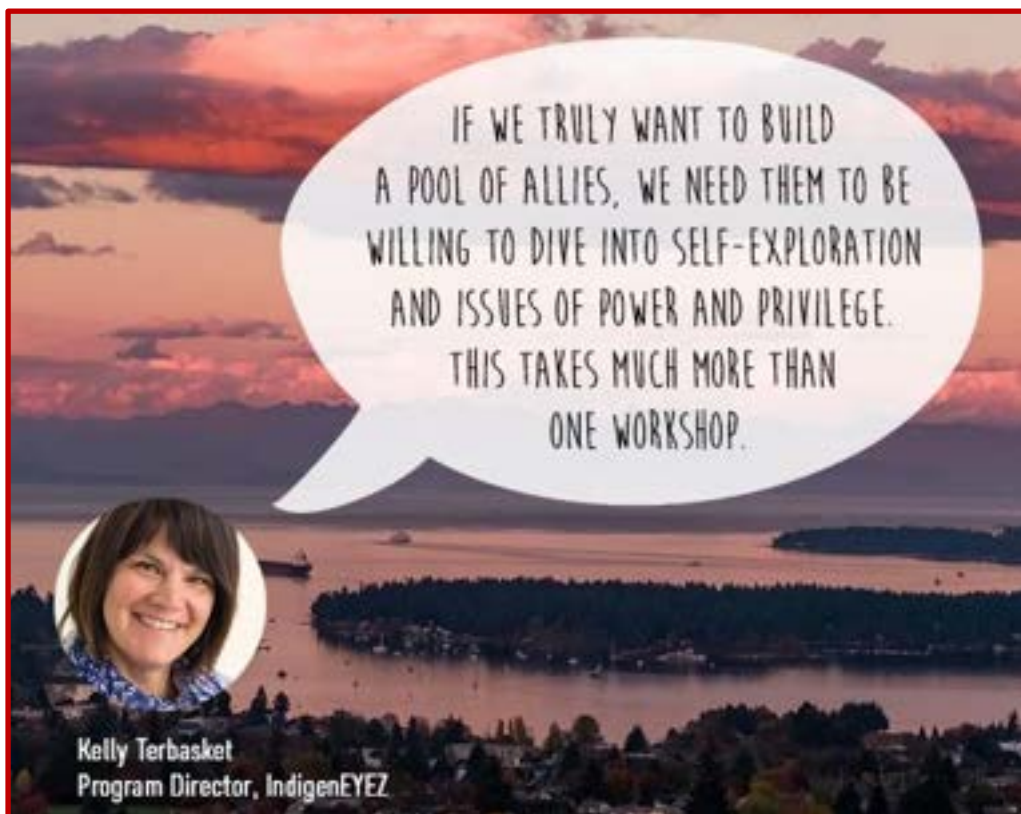
IndigenEYEZ continues to train the next generation of healthcare professionals to develop skills to better support Indigenous peoples. Our facilitators engage incoming medical and nursing students through a University of British Columbia program through the [Centre for Excellence in Indigenous Health](#) that was designed to respond to the Calls to Action of the Truth and Reconciliation Commission. This work could not be more timely with racism in healthcare under provincial [investigation](#) in British Columbia. The Indigenous Cultural Safety Interdisciplinary Learning Experience increases understanding and awareness of colonization and its impacts on Indigenous people. The program helps to provide a foundation for shifting the healthcare system to reduce racism and improve Indigenous experiences and outcomes.

Role of an Ally

We continue to collaborate with the [UBC Learning Circle](#) to host an IndigenEYEZ webinar series that included *Role of an Ally*, a powerful session with IndigenEYEZ co-founder Kim Haxton that highlighted theories of intersectionality and critical-momentum dialogues as well as tools to navigate the workplace and foster safer spaces.

On the Land Together

In response to interest from allies in the South Okanagan, we delivered a series of 5 inter-cultural, land-based learning sessions together with leading BC writer [Harold Rhenisch](#) thanks to a BC Multi-Culturalism grant. The sessions brought traditional ecological knowledge and Indigenous history together with western science for a well-received program that led to increased understanding and respect between Indigenous and non-Indigenous communities in the region.



THROUGH AN EQUITY LENS

IndigenEYEZ continues to reflect and evolve, increasing our awareness of intersectionality in our work. Over the past year, we have deepened our understanding of how gender and sexual orientation show up in our work and how we can better support women and gender diverse individuals to develop their leadership potential.

2SLGBTQQIPAA+ and Allies

Through the support of the [Tegan and Sara Foundation](#), IndigenEYEZ has been running a series of web-based gatherings for Indigenous youth who identify as 2SLGBTQQIPAA+ and their allies between the ages of 14 and 30. Sessions focused on connection during this time of isolation, learning tools to navigate identify, and strengthening resilience against prejudice and discrimination.



Think Tank on Gender and Leadership

This spring we brought together more than 20 diverse, intergenerational, and primarily Indigenous women and gender diverse individual's voices to explore the needs of our emerging leaders in the South Okanagan Similkameen thanks to a grant from [The Pilot Fund for Gender Equality](#) administered by the [Community Foundation of the South Okanagan Similkameen](#).

We had originally planned to host an in-person Think Tank but with the onset of Covid-19, we were fortunate to be able to pivot quickly and shift to a series of video conferences. Within the heightened emotions of those early weeks of physical distancing, our video calls proved to be powerful ways of connecting and a high degree of openness was achieved quickly, resulting in the development of a strong sense of connectedness and shared purpose among diverse voices.

For IndigenEYEZ, the project has laid an important foundation for shaping our programs in the future. The discussions provided us with insights about what is needed locally to disrupt the patterns and ways of being that keep women silenced, oppressed, and objectified. This project has made connections and established a common network in our region bringing together cultures, orientations, and ages along gender lines. Even through this limited engagement we have become stronger together across our intersectionality and begun to create some new pathways together.

BUILDING OUR CAPACITY

As IndigenEYEZ matures, more complex models of social change are needed to continue increasing the scale, scope, and depth of the social change we achieve. We continually invest in our people and our programs to take our work to the next level of impact.

Ashoka Canada

A Community of Fellow Changemakers

Thanks to two dedicated supporters, our Program Director Kelly Terbasket was honoured to be nominated for an [Ashoka](#) Fellowship in Fall 2019. This high-profile, international movement of changemakers puts potential new Fellows through an extended process to better understand how they are shifting mindsets and systems. In Canada, Ashoka has a growing network of 50+ Fellows deeply rooted in their communities. Kelly has been in deep conversation with Ashoka Canada for months and was recently invited to the next stage of the selection process and will soon meet with international evaluators. Stay tuned!

Social Enterprise Accelerator

Taking it to the Next Level

In Fall 2019, we received a grant from the United Way to access coaching from experienced social entrepreneurs in the Okanagan through [Purrpl](#), an incubator dedicated to supporting initiatives committed to implementing long-term solutions to community, social, and environmental challenges. Our Program Director has been meeting regularly with two outstanding coaches in targeted sessions focusing on streamlining organizational processes, increasing our sustainability, and scaling up program offerings with potential for greatest outreach and impact.

ChangeUp Okanagan 2020

Raising our Profile in the Region

IndigenEYEZ took the stage in Kelowna for this pitch style event for social enterprises hosted by Purrpl on February 26, 2020. Along with other social change makers in the region, our Program Director shared the story of IndigenEYEZ and the impacts we are making in empowering emerging Indigenous leaders and in building bridges with non-Indigenous allies.

Camp Confluence

Building our Team of Facilitators

Each spring we invite our diverse network of facilitators to join us for a training intensive to strengthen skills and build relationships. In late May 2019, more than 25 converged on the Lower Similkameen Indian reserve near Cawston, BC for 3 days of learning with colleagues, sharing experiences, and practicing new skills. Team building was a core goal because when we have stronger relationships, we facilitate more effectively with one another.

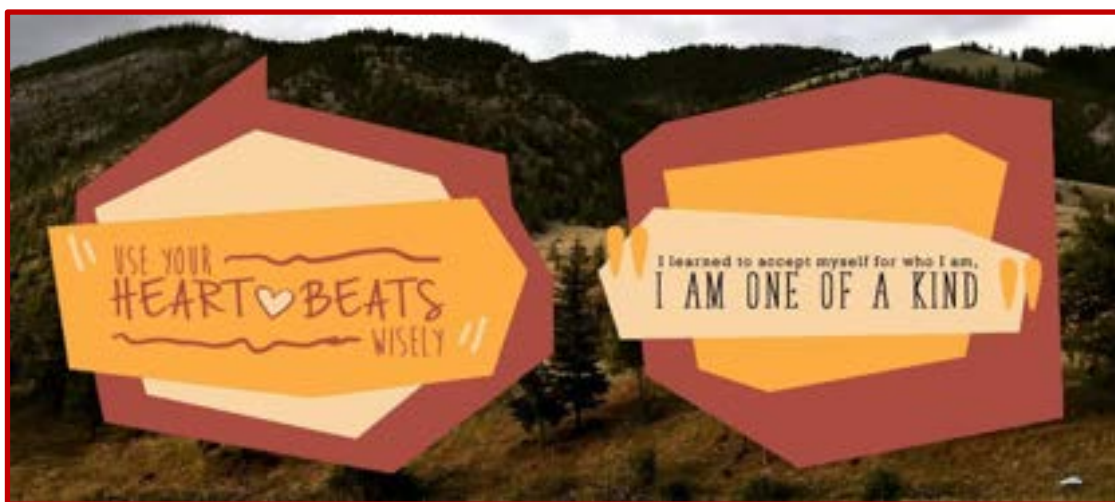
“A remarkably supportive community that came together to spend a few days learning to facilitate transformative experiences for youth and help them build a world we all want to live in.”

—Camp Confluence participant

MEASURING OUR IMPACTS

We know that our trainings are transformative—participants tell us this regularly. But our impacts unfold over time and have been challenging to quantify. Understanding the impacts of holistic and long-term practices like those experienced in *Champions of Change* and our youth camp can be tricky. For the past 5 years we have regularly used surveys and questionnaires as a means of maintaining a formal feedback loop with participants. We have also received many unsolicited comments that speak to the power of our methods and the far-reaching impacts of our work. But as we move forward, we are committed to gaining a finer-grained understanding of how our methods change measurable outcomes. With youth these include education, employment, and social engagement. With adults these include bridging challenging relationships, engaging effectively with diverse community members, and achieving work objectives.

This past year, we have been working with Dr. Natalie Chambers to apply an outcomes-oriented lens to *Champions of Change*. Dr. Chambers, who teaches in Community, Culture, and Global Studies at UBC Okanagan and has been filling the role of leading up efforts to indigenizing the institution, has brought a participatory action research approach to the evaluation framework. We are grateful for her support in better articulating our impacts and look forward to being able to share the findings.



IN THE NEWS

September 2019: Co-founder Kim Haxton spoke with [CFRO 100.5 FM Vancouver Co-op Radio](#) about building the confidence of Indigenous youth through the arts and land-based traditions in a conversation that goes deep into the roots of IndigenEYEZ.

December 2019: Seven social enterprises in the BC Interior, including IndigenEYEZ, have joined [Purpl's Scale Up acceleration program](#). This highly customized program pairs experienced entrepreneurs with the social enterprise leadership teams to help accelerate their success.

February 2020: The Community Foundation South Okanagan Similkameen announced the projects funded through the [Pilot Fund for Gender Equality](#) including the IndigenEYEZ Gender Equity Think Tank.

June 2020: IndigenEYEZ is a community partner on the [UBC Okanagan project](#) that was awarded a \$1M grant to bring Truth and Reconciliation Calls to Action into classrooms across the country.

UPCOMING PROGRAMS

In response to Covid-19, our team is hard at work reconfiguring our programs for online delivery. We are especially excited about a number of new initiatives including the RESPECT program for public school teachers and our first signature course being delivered through a post-secondary institution.

RESPECT: Cultural Safety and Reconciliation in the Classroom

An IndigenEYEZ Pilot Project

We are partnering with the [Okanagan Similkameen School District](#) on RESPECT, a 5-day online teacher training to bring First People's Principles of Learning into the classroom. Owing to a lack of training in the post-secondary and public system, Indigenous cultural content is often taught in a way that does not embody these principles. Indigenous content is understood as cultural activities only, without seeing how Indigenous ways of relating can—and should—infuse the teaching process. RESPECT provides the bridge to understand how to bring these principles into the classroom learning environment.

RESPECT focuses on how to build a container for learning that is inclusive and creates space for difficult conversations. These are cutting-edge ways of teaching—we can't keep doing the same thing and expect different results. Our methodologies focus on how to build a container for transformative learning. The teacher training will be supported by an online inquiry group led by IndigenEYEZ facilitators. This inquiry group will foster a collective spirit as we build courage to try new practices.

The inquiry-based training will span the school year and provide both skills-building workshops as well as curriculum modules that mix Syilx Okanagan knowledge with experiential learning for the classrooms. This is being offered at no cost as a reciprocal exchange to test our school curriculum and gain feedback on the effectiveness of the curriculum modules and the impact they have on classroom learning outcomes. Teachers will contribute to the research component of the project through intake and exit interviews as well as project evaluation shared during the delivery of the lessons throughout the school year. This will provide data on how the RESPECT curriculum directly impacted their classes, inter-class presentations, and assemblies. IndigenEYEZ has gone through the process of engaging interested teachers, schools, union reps, and trustees in the Okanagan Similkameen School District. Once this project is validated through this delivery and review process, we can scale up and move to other school districts to continue to expand our outreach.

Indigenous Flight

A Social Enterprise in Support of Reconciliation

We are shaping our *ReconciliACTION* workshops into a package targeting businesses, large service providers, and government agencies. *Indigenous Flight* helps to build capacity in settlers seeking to become allies, helping them gain the knowledge and self-awareness to be more resilient and effective in their ally-ship. We support participants to gain practice at recognizing and shifting harmful relationship dynamics, creating emotionally safer spaces, and having courageous conversations. The workshops can be tailored to participant needs in order to help non-Indigenous organizations build the knowledge and language to strengthen their interactions with Indigenous clients and customers.

Indigenous Flight is an invitation for municipalities, corporations, and mainstream service providers to contribute to creating an inclusive world for Indigenous people. Our social enterprise strategy is to offer group rates that include a financial contribution towards our training activities in the schools or with Indigenous youth.



Partnership with Okanagan College

Touch the Earth: Land-Based Leadership Training

Several years in the making, we are pleased to share that this fall we will partner with [Okanagan College](#) to deliver an adaptation of *Champions of Change* as a certificate program with a focus on creating and delivering powerful land-based programs for Indigenous youth, families, and communities. This 90-hour course will be delivered as a combination of online and land-based instruction.

The program responds to the needs of frontline workers, parents, Elders, and volunteers in our communities who struggle to effectively engage Indigenous youth. Through user-friendly tools, our program builds the capacity of participants to engage youth and awaken them to their self-worth, sense of belonging, and possibility. Experiential activities of listening to, attuning to, and caring for the land provide youth a safer entry point to engage with their own feelings and listen to themselves and others. The program is a precursor to the *Touch the Earth: Summer Institute* for youth workers and teachers that we are planning for summer 2021.



snaqsilx^w: "The wellbeing of one is connected to the wellbeing of all"





INDIGENOUS ANCESTRAL KNOWLEDGE

REAWAKENED THROUGH FIRE

Indigenous values, practices, and ancestral knowledge have much in common with our own lodgepole pine.

Lodgepole pines grow in landscapes where wildfire is an essential part of the ecology. Fire has the capacity to create change that leads to growth and renewal of the landscape. The adaptive lodgepole pine actually requires the extreme heat of fire to open its cones and release and spread its seeds.

Some lodgepole pine seeds remain on the tree or buried in the soil for decades, waiting inside tightly closed cones until a wildfire awakens them. Then the stored seeds are released in huge numbers to repopulate the burnt ground.

Under colonial oppression, Indigenous knowledge had to go underground—like lodgepole pine seeds—in order to survive. But just like these hardy seeds, given the right conditions it too can sprout and grow towards the light—even after a long dormancy.

IndigenEYEZ is the spark, the fire that releases Indigenous values, practices, and ancestral knowledge from dormancy and reawakens them to grow and thrive again.

Thank you for being a part of the reawakening.

