

ENGAGE | INSPIRE | MOBILIZE

IndigenEYEZ

Year in Review

May 2019

"IndigenEYEZ helps get you out of your comfort zone.
It helps you to have true confidence."



Satyn, age 18
Penticton BC



Strengths of the past: Communities of the future

IndigenEYEZ at FIVE

2 Foundations got us started

5 Years later we are going deeper

20 Indigenous facilitators trained

25 Youth camps

100 Adult workshops

5000+ Participants



IndigenEYEZ

Empowering People—Strengthening Community

Momentum: IndigenEYEZ has been embraced with an enthusiasm that speaks to the need for our work – and its power in people's lives.

Nurturing Community Champions

Medicine for Relationships: Led by Indigenous organizers with decades of experience. We increase trust within communities and build healthier connections to the land and one another.

Not A Quick Fix: It took generations to create the problems Indigenous communities are dealing with today. By building a network of Indigenous leaders, we have our eye on the long game.

Powerful Partnerships:

Next Up! • YouLEAD • Hollyhock • ArtStarts • Power of Hope

Recent highlight: Working at UBC to bring cultural awareness to 100s of health care workers – improving future outcomes for Indigenous people across BC.



"This is exactly what I've been needing!"



Building the leadership skills of Indigenous BC



Artwork by Hazel Bell-Koski

Coyote is a teacher who reminds us that we have the power to transform.

For many of the Interior Nations, one of the enduring lessons from Coyote is embracing change and starting anew. At IndigenEYEZ, we invite Coyote medicine into our journey as we shape-shift and use out-of-the-box methodologies to find new pathways to our vision of Healthy People, Healthy Lands.

Lim'limpt for being part of this journey with us!

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Strategic Reflections

The First Five Years

IndigenEYEZ grew quickly from a good idea into a vibrant project that is actively changing lives. 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 and to the power of the methods we practice.

Adaptable: We started with proven methodologies and have worked hard to implement them in an Indigenous context, get them known in communities, and attract and train a team of facilitators. We have worked with many partners in order to provide low-barrier learning opportunities for Indigenous youth, communities, and governing bodies.

Rapid Growth: With a small, part-time staff, we have punched above our weight. Since our first workshops in 2014, we have reached 5,000 participants through more than 100 workshops and 25 youth camps. Recent highlights include our work with the University of British Columbia in Vancouver (UBC) and in Kelowna (UBCO) to increase the cultural competency of hundreds of future teachers and healthcare workers. We have become known for our vision of systemic change through grassroots, creative, and culturally strong engagement.

Social Impacts: Our camps help reduce Indigenous youth involvement in welfare, addictions and substance use, violence, and family breakdown. When youth have dignity and hope for the future, they are much more likely to become contributing citizens. IndigenEYEZ is helping to build:

- A generation of self-sufficient Indigenous youth.
- With increased education and long-term employment.
- Reduced welfare, health care, and justice system costs.
- A brighter future for Indigenous communities.

Vision

Our vision is one of vibrant and self-determining Indigenous communities with relationships of trust, healthy connections to the land, and an intergenerational legacy of well-being where we stand in our power as Indigenous people.

Mission

The mission of IndigenEYEZ is to engage, inspire, and mobilize communities to return home to our Indigenous strengths. We use arts and land-based experiences to foster reconnection with Indigeneity, not only with the world that once was, but also with the world as it is now. Our role is not to teach culture, but to inspire pride and build confidence in Indigeneity. IndigenEYEZ is medicine for relationships. We support participants to repair our communities by creating healthy relationships in the four key areas of self, community, culture, and land.

Core Values

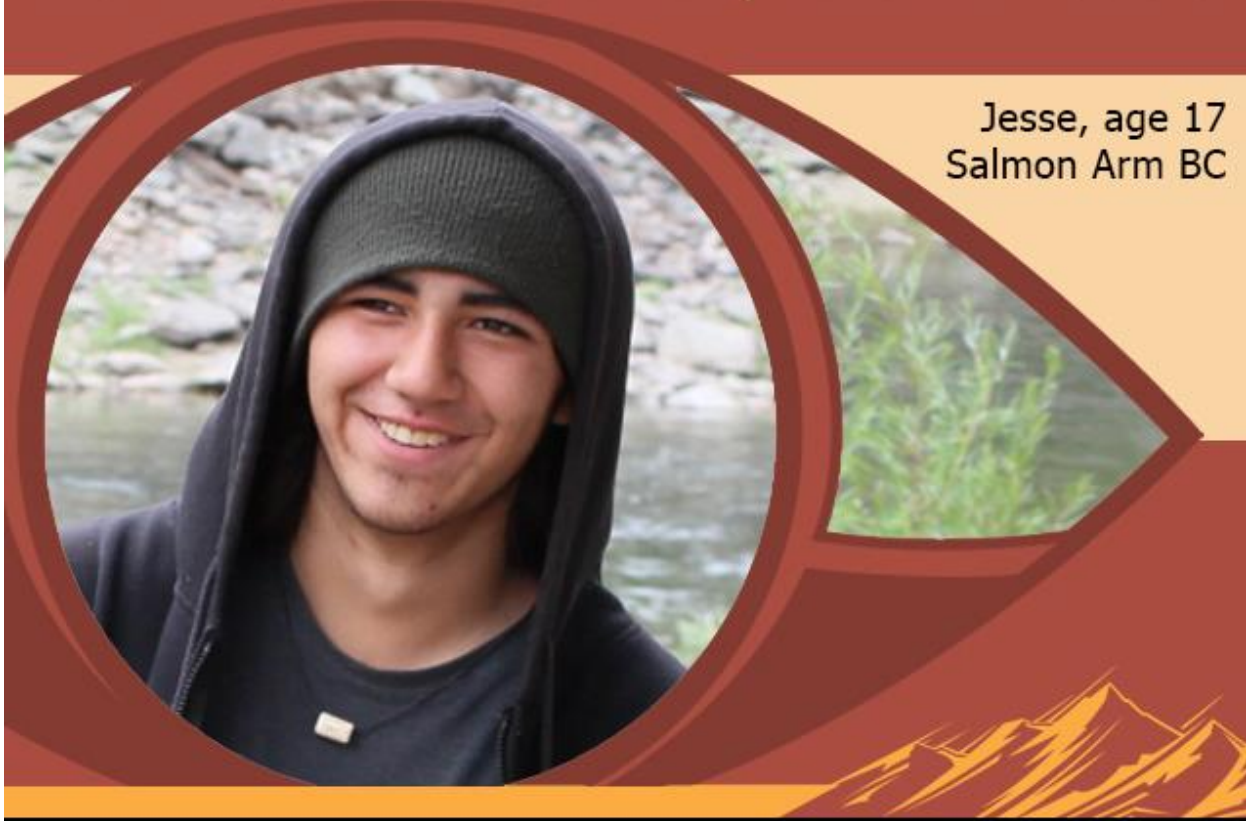
Our work is inspired by the Syilx teaching of *snaqsilx*^w which means that we all *share one skin* and that the wellbeing of one is intrinsically interconnected to the wellbeing of all. We base our work on the core values of respect for all life, generosity, reciprocity, humility, and knowing your unique gifts.

Comm-UNITY: We focus on building community across the generations. We are building a network of community leaders and change makers with tools to support one another. It helps to know there are others out there doing similar work. It takes away some of the heaviness of the community realities that on-the-ground workers deal with every day.

Tools for Positive Change: The world is out of balance and the current systems are based on exploitation and domination instead of respect and collaboration. IndigenEYEZ has set our course for meaningful systems change. We support Indigenous peoples to stand strong in the wisdom of our ancestors through arts-based engagement that targets the impacts of colonization and continues the resurgence of Indigenous rights. We help communities change patterns of self-defeating behaviours and internalized oppression brought on by colonization. We do this by giving participants tools to shift away from lateral violence. We specialize in building trust: a powerful point of leverage that creates the healthy connections that build social capital. Creating spaces of trust and safety for self-expression are unique strengths of this program.

"At camp it was good spending quality time with the elders, I had never really done that before."

Jesse, age 17
Salmon Arm BC



What We Do

IndigenEYEZ delivers leadership training and youth empowerment camps. Our programs apply an Indigenous lens to improving confidence, communication skills, effective group dynamics, and social-emotional literacy. Our programs focus on instilling empathy, teamwork, and creativity—tools that help Indigenous people embrace ancestral gifts, exercise our voices, and come together for positive change.

Proven approach

We have been given the gift of proven pedagogies from a well-established program in creative change.¹ Independent evaluations have confirmed the effectiveness of this 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.

Partners

Our flexible approach has proven to be a good fit with a broad range of partners from First Nations to post-secondary institutions to leading non-profits. Working with partners 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 our many amazing partners who share our desire for a world in which Indigenous strengths and values are re-invigorated.

Youth Camps

Our flagship 7-day youth camp is a transformative learning experience that empowers youth to engage the issues in their lives and play a meaningful role in positive change.

Adult Workshops

We also deliver workshops in communities across BC. Our programs—while fun and engaging—focus on instilling the foundations for strong leaders: self-esteem, teamwork, and creativity. We actively share tools that help Indigenous people work together more effectively for positive outcomes.

Our Investments

Over the past five years we have developed a number of key assets that make our achievements possible. These continue to be important to moving our goals forward.

Committed Staff Team

Our small team works mostly part-time from home-based offices, so our overhead is very low. This past year we have been fortunate to expand our core team to include a full-time program administrator. We have three other part-time staff (from 1 to 3 days per week) and two part-time contractors. We are currently working to get key systems in place for efficiency and continuity.

¹ We respectfully acknowledge and give gratitude to our teachers in Creative Change at Partners for Youth Empowerment (www.pyeglobal.org) and their work for over 20+ years on five continents.

Ideally: We are all running to keep up with the work of IndigenEYEZ. It would be great to extend staff hours in alignment with the dreams in our strategic plan.

IndigenEYEZ Facilitators

A key achievement of our first 5 years has been attracting, training, and providing mentorship opportunities for our team of Indigenous facilitators. They are essential to our capacity to do this work. We offer low-barrier training to interested participants who show an aptitude for facilitation. This is augmented with work experience opportunities through our regular workshops and annual camps, as well as through requests for services from other organizations.

The importance of our team of facilitators cannot be overstated. Learning creative facilitation takes time and practice – it is sensitive work creating and holding the space for people to learn about themselves and find ways to talk through the hard things that keep us apart. We need our group of facilitators to continue to grow through low-cost trainings and supportive mentorship opportunities.

Website and Social Media

Our newsletters are seen as professional and are getting the attention of a wider audience. Our posters and pamphlets are professional. We have increased our presence on social media and have hosted some great podcasts to promote our work. Our website is professional and has been good at connecting people to information.

Funding

We have been blessed with significant investments from philanthropists committed to reconciliation. Their generous support has fueled a movement of wellness and community spirit that is impacting social determinant indicators in our communities.

Operating Funds: IndigenEYEZ has been fortunate to have mostly unrestricted funding with a smaller amount of program-specific dollars. As a small operation with limited administrative capacity, we have not yet implemented systems to assign staff time costs associated with program delivery. As a result, our operating costs reflect not only administrative functions but also all of the staff time involved in our program management and delivery costs.

We are in a transition period after coming to the end of a 3-year commitment from one of our major funders. We continue to have several important ongoing sources of philanthropic funding but recognize the importance of diversifying our options. This is an important focus for us with initiatives ongoing (see Next Steps section on pages 16 to 17).

Recent Program Highlights

Spotlight on Champions of Change

Nov 2018-April 2019: Leadership development is at the core of what we do. This signature series has been in development over the past three years as a pilot project funded by the NIB Trust Fund as part of their residential school healing initiative to provide professional development and increase employment opportunities. This year we ramped up our Leadership Essentials workshops and rebranded them as Champions of Change, running them as a monthly series in the Okanagan.

"This stuff really works!" —Champions of Change participant

When IndigenEYEZ co-founder Kelly Terbasket began the sixth session of Champions of Change, she asked participants: "Who considered themselves to be a leader?". Nobody raised their hand.

During her introduction she went on to reframe the idea of leadership, not a top-down model, but as a model where all people have wisdom and gifts to share, and that each moment offers opportunities for every person to positively influence those around them. This is a decolonized model of leadership. After many arts-based exercises that demonstrated this and allowed participants to put this leadership model into practice, she asked again: "Who considers themselves a leader?". Everybody put their hands up.

The creative community model creates a safe container for participants of all ages, genders, and backgrounds to open up and be vulnerable together. One comment heard prior to getting started was, "OMG, I'm so afraid!" Yet, by the end of the session, the woman who had said this was performing in front of a large group, with both confidence and playfulness.

Many of our participants in Champions of Change are staff working in Indigenous communities or organizations serving Indigenous peoples. They gain personal skills and professional tools that increase their capacity to effectively deliver programs, inspiring their teams and increasing the wellbeing of the communities they serve.

For example, an Okanagan-based drug and alcohol addictions treatment centre has found our methods so effective they have requested training sessions for both staff and their leadership team. One participant is already integrating the methods and exercises that they've learned at Champions of Change into the classes they teach for the Community Support Worker Program at Spratt Shaw College.

Participant feedback includes: "I left feeling like I can be a leader."

"I'm leaving with inspiration and hope."

"I've never been to something like this. It was scary, then awesome."

"It was a good reminder to slow down and build community, rather than bulldoze ideas."

"One of the best camps I've ever been to."

Rosy, age 15
Merritt BC



Partnerships with UBC

UBC Webinars

Oct 2018-Feb 2019: IndigenEYEZ collaborated with the UBC Learning Circle to implement a series of online webinar sessions on the theme of Connections. The series was made up of four sessions: connecting to self, connecting to others, connecting to community, and connecting to the land. All these sessions were well-attended and well received.

"IndigenEYEZ facilitators were engaging and informative, bringing with them an infectious positive energy and willingness to dissect difficult topics with grace and humour. Additionally, the IndigenEYEZ team has a fantastic presence online and helped to advertise their sessions vigorously. We are looking forward to exploring the possibility of future collaborations."

—Cole Daley, Program Manager, UBC Learning Circle

IndigenEYEZ held a 5th bonus webinar called "Role of an Ally," which had 101 online participants and 30 in-person participants at the UBC Learning Circle broadcast centre. The feedback we received on our social media channels confirmed that ally-ship work is much needed. To view this workshop in full, visit the archive recording here: <https://youtu.be/W9bXI7DTQ9s>

"I attended a recent workshop with Kim Haxton on The Role of an Ally via webinar, which I really found meaningful. In particular, the learning experience she did with the group at the beginning on privilege was powerful. I work with other adult educators and will be meeting at Articulation in May. I would like to ask Kim for permission to use the activity with the group, and later with Early Childhood Education students? I just thought that it was such an important topic to share and discuss. Thank you again for sharing your wisdom through accessible workshops. Kim was truly an amazing presenter."

—Cindy Page, via Facebook

"Very useful presentation/discussion in that you, Kim, touched on really broad topics. I came away with specific actions that I can take. Thank you!"

—Julian Dierkes, UBC sociologist via Twitter comment

UBC Cultural Competency

Oct 2018-Feb 2019: This ongoing partnership with UBC, now in its second year, targets incoming medical and nursing students providing them with the foundation to better engage with Indigenous patients. The Indigenous Cultural Safety Interdisciplinary Learning Experience was developed in response to Canada's recent Truth and Reconciliation Commission of Canada Calls to Action. It is designed to increase understanding and awareness of colonization and its impacts, and to help future healthcare workers develop skills to support better Indigenous health outcomes in BC.

IndigenEYEZ at Hollyhock

July 22-27, 2018: Our annual summer workshop equips change makers with tools for challenging times under the expert guidance of land-based facilitator and IndigenEYEZ co-founder Kim Haxton. Kim shares the best tools and techniques that she has refined over 20 years of teaching on-the-land.

Kim recently sat down with filmmaker Damien Eagle Bear to share insights about ancient languages and their impact on how we see the world. Here's an excerpt:

We are in unprecedented times. The polarities of what we are seeing on an environmental, social, and geopolitical level are overwhelming. Connecting to the Earth, ourselves, and each other is paramount to making the shifts for change. We work on communication and self-awareness, deepening our intuitive senses, and connecting to the collective wisdom that comes from right relationship with the Earth.

— Kim Haxton, IndigenEYEZ co-founder

"I came with four friends, but I made a lot more throughout camp."

Fabien, age 14
Vancouver BC



IndigenEYEZ Youth Camp

July 28-Aug 4, 2018: We look forward to returning to the South Okanagan for our annual flagship camp each year, and 2018 was exceptional with a strong turnout of youth and a great team of facilitators and camp supporters including many local Elders and Knowledge Keepers. In reflecting on our 2018 camp, we recognize that our youth come from tough demographics. We see the teenage boy hiding in his hoodie who never says a word. And then we see him smiling and open when he leaves. We know his life is better positioned for positive outcomes because he went to an IndigenEYEZ camp.

We see youth change before our eyes. On the first day of camp, you would never pick the tough, troubled girl whose aunt has just died of an overdose as the young woman who will shine at the final performance. "She

changed so much I almost didn't recognize her," one facilitator said. We know that each of these transformations – small and large – add up to better social statistics in our communities.

"This was my third year attending and already I see massive shifts in how I tackle challenges and how much I value and respect who I am and what I have to offer."

—Natalie Sterling-Moses, Youth Camper

ImagineNATION Youth Camp

July 4-12, 2018: This was our second year holding a summer camp in Stó:lō territory at the beautiful Sts'ailes Lhawathet Lalem Retreat Centre. We had a high youth turnout for this camp and were fortunate to have a correspondingly strong team of facilitators and mentors on hand to provide oversight and guidance through the week.

"It's crazy how much I feel I have changed in 7 days. For the first time in a long time I have a full heart. It's amazing to see how much we can accomplish together."

—Bonita Williams, Youth Camper

Stories from the Land: Telus Reel Stories

Sept 2018-April 2019: Funding from Telus supported this project that brought together a diverse group of Indigenous youth and young adults to create digital media. We were fortunate to have a skilled Indigenous filmmaker provide guidance and mentor a select group of youth in film editing.

Youth In Action Workshop

Aug 24-25, 2018: We continued our annual collaboration with youth leadership experts Next Up in hosting our third Indigenous Youth in Action workshop. Young adults from across Vancouver, Vancouver Island, the Lower Mainland and beyond explored how change happens in society and learned from a variety of change makers

Earth Arts Autumn Youth Camp

October 5-7, 2018: IndigenEYEZ and partner organization Power of Hope welcomed youth to Camp Thunderbird on the land of the T'Sou-ke Nation in Sooke, BC. With a focus on connecting to land through the arts, campers spent three days engaging in workshops that nurtured their skills and passions.



Leadership Essentials in S'ólh Téméxw

Oct 2018-April 2019: We were delighted to partner with the Stó:lō Tribal Council in bringing our Leadership Essentials training to Stó:lō territory. The project rolled out of a series of 5 workshops and included a youth leadership evening.

K^wuNasqscinm: Lifting Up Our Emerging Leaders

Jan 21-Mar 11, 2019: We partnered with renowned Indigenous post-secondary institution, the En'owkin Centre, on an 8-week series of gatherings to foster a movement of grassroots leadership grounded in Syilx culture, nsyilxcən language and TEK land-based knowledge. The program supported our emerging leaders, youth ages 15 to 30, to become healthy and impactful change makers, activists and ambassadors for our land, culture, language, and people to be. Parents, grandparents, aunties, and uncles were also encouraged to participate in wrapping support around our youth, our future leaders.

Communication Highlights

IndigenEYEZ maintains an active web presence with an updated site and ongoing social media. Following are a number of highlights.

IndigenEYEZ in the News

- Article published in Sweden (Sveriges Radio): [Indigenous Awakening](#)
- Article in The Source, Vancouver: [Youth for a Sustainable Future](#)
- Article in Star Metro, Calgary: [Tradition helps Indigenous mothers heal from intergenerational trauma](#)

Social Media

Website: Visit www.IndigenEYEZ.com

In March of 2019 we achieved the highest number of visitors (per month) to date at 3,383 visitors and on average, each person took a look at 10 different pages on the website with each visit. In February of 2019, we had the most return visitors to date (2,708 unique, 5,074 total), which means every visitor returned 1 or more times to the website during the month of February.

These high numbers have been occurring for at least 6 months and we were notified by our hosting company that our package needed to be upgraded because of high volume. This is yet another sign of positive growth over the past 5 years.

Newsletters: 39 newsletters sent out between Jan 2018 and April 2019. We currently have 860 Subscribers with an open rate of 29% (industry average 16%)

Facebook: 1,451 followers. In Jan 2019 we had a post "go viral". It has been our most popular FB post to date, seen by 13,000 people, like/loved by 1,200 and shared by 125 people.

www.facebook.com/IndigenEYEZ/ (Started Nov 2014)

Instagram: www.instagram.com/indigeneyez/

Twitter: www.twitter.com/IndigenEYEZ @IndigenEYEZ

YouTube: <https://goo.gl/m0TbYb>

SoundCloud: www.soundcloud.com/indigeneyez-canada



THE NEXT FIVE YEARS

Our first 5 years were about exploring where we have the most impact. Now it is time to streamline our energy and resources and determine our niche. Our long-term goal is to foster systemic change rather than just doing one-off trainings. We don't have the funds to offer free services anymore. We did that to get our program out there and it worked. Now we are established enough that we can narrow down and focus on a clear niche.

Core Purpose

Our work has led us to hone in on the natural leaders in our communities—wherever they may be. The people in our communities who have the most influence are not only the elected leadership and chiefs. Often, it's the grassroots people who are respected and held up, not those in the jobs.

We have come to recognize that our core purpose is creating Champions of Change, whether our participants are 18 or 80. What our communities need are grounded, committed leaders, and members. The world needs them too.

Ever since our first workshop, we have been hearing that IndigenEYEZ changes people. From youth to elders, everyone loves what we do. These are not just trainings. Our workshops support people to share their hearts with one another. Colonization spread a deep shame that even today keeps many Indigenous people silent and limits our engagement in the world. We regularly hear how empowered our participants feel when they are supported to speak up.



Trust is Key

As Indigenous communities, we internalized the oppression that was put upon our families through the residential schools and other forms of discrimination over several generations. We lost trust in our own communities and in the larger society. This resulted in behaviours of self-harm and lateral violence that claimed many lives.

IndigenEYEZ is about creating situations where trust can grow. We help participants become more aware of their roles, strengths, and context. We share hands-on strategies for personal well-being and connecting better with others. We do this with Indigenous people on an individual and community level. We also do this between Indigenous people and settler allies.

Social Change Outcomes

Our anecdotal and observed evidence shows that we are having tangible effect on social indicators.²

We are confident that IndigenEYEZ is contributing to:

- Indigenous enrolment in education
- Indigenous success in employment
- The leadership skills of Indigenous BC
- The creativity needed to respond to the challenges of climate change
- Indigenous and mainstream agencies working together better

Next Steps

The next stage of our work focuses on sharing our trainings with a growing network across Indigenous BC. IndigenEYEZ is not a quick fix. But we are positioned to scale out and deep at the same time. It is an exciting place to be. We are already seeing the ripples of creative change spreading from our small network of emerging leaders. We are excited to be working with several post-secondary partners. This year we are focusing on our work with UBC and UBCO. This is all part of the next step of increasing our scope and reaching a broader network. Priorities for 2019/2020 include:

- Strengthen our foundation—increase our sustainability
- Develop our network of facilitators
- Develop our Signature Workshops
- Clarify social change purpose and impacts

IndigenEYEZ has just turned five. A key focus for us over the next three years is to diversify our funding, connect with potential long-term program funding, and develop our capacity as social entrepreneurs. Following are three strategic objectives that we are working towards.

#1: Launch Our Signature Workshops

Objective: Develop a series of high-impact workshops that support positive change in Indigenous communities

Strategic Rationale: Leverage our facilitation skills and reputation into a social enterprise that brings in revenue to diversify our financial situation

Workplan: Over the next 15 months (May 2019 to September 2020)

- Complete curriculum
- Produce facilitator and participant resources
- Trial run the series through the fall and winter, which will also provide opportunity to orient our facilitators and hone their skills for these workshops
- Do the trial run in Kelowna and Penticton where we have a strong base
- Complete a participatory evaluation process
- Adapt website for the signature workshops
- Do a soft launch over summer 2020

² We have not yet been able to quantify our impacts but are seeking an alliance with university researchers to undertake a formal evaluation.

- Market for fall/winter dates

Bonus outcome: The workshop development, trial run, and launch will include and help hone the skills of our network of emerging Indigenous facilitators

#2: Advisory Council

Opportunity: Grand Chief Phil Fontaine has agreed to co-chair our new Advisory Council and help explore opportunities for IndigenEYEZ to access government funding on a long-term basis.

Workplan: Over the next 12 months (June 2019-2020)

- Develop the IndigenEYEZ Advisory Council: Chaired by Grand Chief Fontaine and his partner, law professor Kathleen Mahoney
- Increase our profile with both federal and provincial government and foundations: strengthen relationships, stay on top of partnerships, join The Circle on Philanthropy and Indigenous Peoples

#3: Strengthen Our Network of Facilitators

Objective: Continue to expand and enrich our network of emerging Indigenous facilitators

Strategic Rationale: Our team of Indigenous facilitators is essential to our capacity to do this work. We have worked hard to attract, train, and maintain these talented people. We offer low-barrier training to interested participants who show an aptitude for facilitation. This is augmented with work experience opportunities through our regular workshops and annual camps, as well as through requests for services from other organizations. The importance of our team of facilitators cannot be overstated. Learning creative facilitation takes time and practice – it is sensitive work creating and holding the space for people to learn about themselves and find ways to talk through the hard things that keep us apart.

Workplan: Over the next 15 months (May 2019-September 2020)

Supporting Activity A: Host a retreat for our facilitator network in the fall in alignment with the development of our signature workshops. We currently do a retreat in the late spring before our summer youth camp. Bringing everyone together is essential for team spirit, skills development, program orientation, and mentorship.

Supporting Activity B: Provide training and mentorship opportunities for our facilitators. An important part of the success of IndigenEYEZ has been ensuring that our facilitators are able to access excellent, proven trainings in the methodologies of both creative and land-based facilitation.

Dreaming Big

We are keen to pilot a number of additional approaches to increasing our reach both in depth and scale. We are seeking funding to support these means of exploring our impact potential.

Goal: Support several organizations and/or teams over a period of time so they can significantly change the way they are doing things. The goal is to decolonize our mindset and the way we deliver our programs and the way we operate. This requires ongoing coaching and mentorship and ongoing consistent championing.

This project would build on and complement our existing work. We would like to run a program that is long term with the same group of people so we can show the impact of change over time. This would require some strategy. How do we attract and keep this group involved? How do we get people to buy into long term when

organizations are crisis driven and want immediate results? Ideally, we would have an academic research partner to evaluate outcomes.

We could work with 5 to 7 organizations that are committed to this idea. We could do this in the Okanagan where we have strong partnerships including: ONA, UBC, KiLowNa Friendship Center, En'owkin Centre, Similkameen School District, and others.

"All the positive encouragement gave me a huge boost in confidence."

Avery, age 14
Abbotsford BC

