

Indigenous Cultural Agility

Wedliidi Speck
Director of Aboriginal Organizational Development
Ministry of Children and Family Development

What the talk is about:

A talk on *Indigenous Cultural Agility*

My role as the *Director of Aboriginal Organizational Development* is to focus our attention & intention toward developing and maintaining a culturally safe and agile Organization. One path to this destination is through Aboriginal recruitment and retention. Another path is through the development of Ministry staff in cultural awareness, cultural sensitivity, cultural agility and cultural safety.

A cultural safe organization is a place where Aboriginal & non-Aboriginal people *feel safe & supported* in their work and in their career development.

Definitions

1. Culture & Cultural Awareness
2. Acculturation & Cultural Sensitivity
3. Cultural Diversity & Cultural fluidity
4. Cultural Agility & Cultural Safety

Culture

Definition:

- A collection of beliefs, values, behaviors, customs and attitudes that distinguish one group from those of another.

Traditional ceremony



Acculturation

Definition:

- *Acculturation* is what happens to a culture when people are colonized. First, there is an experience of 'assimilation', then there is mentorship toward 'modern' expression of culture.

Cultural diversity



Cultural Diversity

Definition:

- Cultural diversity & fluidity is illuminated in the workplace, community and through cultural discourse. It shows itself sometimes in dress, communication styles, dreams and leadership styles.

Cultural fluidity



Colonization:

The Impact of Colonization

Cultural Diversity was seeded when the first act of parliament mapped a way to 'civilize the Indian'.

- From potlatches to burials, from mentorship to residential schools, from governance to industry, from technology to fashion, every aspect of Aboriginal people's lives went under deconstruction and assimilation.
- The impact of colonization has resulted in the decline of spiritual, emotional, physical and mental health of indigenous people; this gave rise to poverty, family violence, suicide, addiction, and lateral violence & cultural diversity.

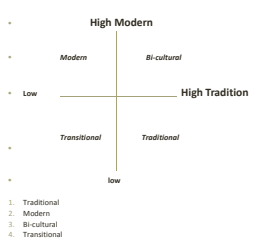


Indian children attending the Horn Bay Mission School, April May, BC, 1909
George W. Deane - Library and Archives Canada / PA-032524



Cultural Agility

Cultural Typology



Traditional

Indigenous Worldview



Indigenous Relational Practice

'People of one kind'



Calling in the Circle



Indigenous Innovations

Metaphors to Live By



Knowledge Transfer



Modern

Modern Worldview

Relational Practice



Innovations



Bi-cultural

Worldview

Relational practice



Innovations



Aboriginal Policy and Practice Framework

Indigenous Focus

1. Calling in the Circle
2. Restorative approaches
3. Wise Practice
4. Knowledge transfer
5. Storytelling



The Dream

Restorative Approaches

- As we move on this journey, we reduce the “otherness” and the need to change others to look like us. This journey that the system is taking, we are taking, is an evolutionary journey that starts with individuals. It is about holding the tension for change, healing and hope.

Indigenous Cultural Agility

- We reach a place where you make it safe for me to be me and I ensure that its safe for you to be you. That means I can show up fully in the ways that I am, and so can you.
- When we anticipate this, where ever we stand, than we have arrived at cultural safety.
