



Being Culturally Responsive for a Good Workplace

***Legacy Bowes* is an organizational consultant company with experts who specialize in Human Resources, Executive Search, and leadership training in a wide variety of topics.**

A partnership with *Tipi Insurance*, an Indigenous owned brokerage, that prioritize in Indigenous communities' concerns such as rising insurance costs, inadequate coverage, poor service, and community engagement became a reality of a vision that came true to increase capacity, services and investment into Indigenous community development.

We build bridges, create relationships, and demystify business practice so that all can prosper.



Being Culturally Responsive for a Good Workplace:

Discussions are happening all around the world as we know it. Terms such as systemic Racism, unconscious bias, lateral violence, racism and diversity are being discussed as #BlackLivesMatter #IndigenousLivesMatter at rallies that are demonstrated on our streets and across all media platforms

So what does any of that mean for your workplace? What is the tight thing to say and do now? What does it mean to be an ally?



It will be a little bit more at peace': Inuit leader reflects on report of CFL team changing name



Katann Obed hopes to begin 'repairing relationships' broken through discourse over name

Nick Murray - CBC News - Posted: July 2nd 2020 at 1:00 PM EDT



One great diversity

WINNIPEG, LIKE MYRIAD OF OTHER INDIGENOUS AND RESIDENTS GREATLY FROM THEIR MASSIVE FORWARD, PLANNERS MUST H

By: Sheena Jordana-Clade and Jason Synnag

Posted: 07/14/2020 4:00 AM



National action plan for missing and murdered Indigenous women delayed

By: Robson

The Canadian Press Staff

Contact

Published Tuesday, May 26, 2020 4:05 PM EDT

Last Updated Tuesday, May 26, 2020 4:05 PM EDT

Manitoba Indigenous community demonstrates solidarity with Black Lives Matter movement



By Marney Blunt - Global News

Posted: June 2, 2020 5:14 pm



lose deaths
9

is among First Nations people
Last Updated: July 6



Are You Responding? Is Your Workplace responding?

Racism

Prejudice, discrimination, or antagonism directed at someone of a different race based on the belief that one's own race is superior and particularly against someone of a minority or marginalized group.



Systemic Racism

Policies and practices that exist throughout a whole society or organization, and that result in and support continued unfair advantage to some people and unfair or harmful treatment of others based on race.



Tokenism

Is a practice of placing or promoting individuals from disadvantaged groups into roles in the organization in order to give the impression that the organization practises equal opportunity.



Unconscious Bias

An unfair belief about a group of people that you are not aware of and that affects your behavior and decisions.



Lateral Violence

A displaced violence: that is anger and rage that is directed towards members within a marginalised or oppressed community rather than towards the oppressors of the community-ones peers rather than adversaries.




Being Culturally Responsive

Building a strategy that creates an environment for success of all individuals.

Creating a unique strategy validates and reflects upon diversity, identities and experiences of all individuals through commitment of cultural competency.



**How do you counteract
comments from
leadership such as,
“we just hire or promote
the best person of the job,
regardless of race or
gender”?**




This is a fair statement, and that it's important to avoid creating a hiring culture where people think that we need to lower the bar in order to hire people from underrepresented groups. However, we need to highlight the importance of a diverse candidate pipeline for all roles, and a recruitment process that does not include systemic barriers to entry for people from underrepresented groups.

What plans are needed to consider starting the conversation on diversity and inclusion in the workplace?



First, don't try to boil the ocean. Second, just start somewhere. This work is huge and can become overwhelming if you try to tackle everything at once. Create a list of all the things you want to tackle and start with one or two. For instance, leverage your teams to build employee resource groups, use more inclusive language, or create a flex work program. Every step can help build an environment that is more inclusive and welcoming to underrepresented groups. Finally, ask for help from those who have done this in other organizations.

What challenges may be encountered as the plan on implementing on diversity and inclusivity in a workplace or program take place?



The most difficult part is being patient and having empathy. You cannot flip the switch and make everything perfect. We are all at different places in the journey and each person has different needs within this work. As you start to unpack all of the work involved in creating an inclusive culture where everyone can do their best work, you start to realize that what may work in one region or site, may not work in another. You also realize that the challenges for one population aren't the same for others. We want to personalize the employee experience while being consistent and fair to all—which is really difficult. Give yourself the space to try new things and fail. And just remember that on the other side of every program or pilot there are humans.

What are some key strategies for workplaces to be inclusive and increase cultural awareness?



1. Recognize these are uncomfortable conversations for most to have. Discussing politics and religion in the workplace is a no-no, so tread lightly as a leader.
2. Bring a 3rd party to continue the conversation. Providing a safe environment and trained expertise.
3. Establish your starting point – where are you at as an organization and where are your staff at? An anonymous survey can provide this baseline.
4. Understand your unique needs and the challenges you will face in having these conversations. What are the identified cultural awareness gaps from a baseline survey?
5. Work with the consultant on your HR policies and organization's practices to ensure inclusivity, equity and cultural awareness.

Truth and Reconciliation Call to Action #92

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

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- I. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
 - II. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
 - III. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism



“It is in our daily conversations and interactions that our success as a nation in forging a better place, will ultimately be measured. It is what we say to and about each other in public and in private that we need to look at changing.”

Justice Murray Sinclair



What's next?



It starts with me! Take ownership of your own learning.

Learn the land acknowledgment in your region

Find out if there is a Residential School in your area

Attend an Indigenous cultural event

Read an autobiography written by an Indigenous writer



Taking responsibility in my workplace.

Find meaningful ways to create culturally respectful actions in your workplace and your community

Begin discussions on how to be inclusive and respectful to build a safe and healthy environment

Be mindful of creating policies and practices that exclude any group





**Thank you for joining us today.
To continue the conversation,
please email
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