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| Dawn T Maracle Consulting (Inc.) Group of Companies; SKYroots Indigenous Education Institute, and HOPES Indigenous Training Network  |  |
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| Company ProfileDawn T Maracle Consulting Group encompasses all the work of Dawn T Maracle Consulting, Inc. SKYroots Indigenous Education Institute serves to meet the needs of educational/academic training and advising. HOPES (Healing Our Peoples through Education, Sports, and Social justice) Indigenous Training Network is a nationally registered not-for-profit. It takes all the skills, Indigenous knowledge, and expertise from Dawn T Maracle group of companies, and shares it with Indigenous youth, women, and 2SLGBTQIA+ organizations and communities at discounted rates utilizing partnerships with groups such as the Institute for Change Leaders, Haudenosaunee Lacrosse, the YWCA, LivLove, other funding and corporate partners. Dawn T Maracle Consulting has an arm of the company which additionally serves on-reserve clientele in business, strategic planning and evaluation, sport, health, corporate and cultural awareness/ safety training. We have partnered with Kevin V. Sandy Consulting and Haudenosaunee Lacrosse from Six Nations Territory over the last two decades in business/education strategy and Haudenosaunee cultural sports/ceremonial teachings.  |

# Dawn T Maracle Consulting (Inc.) Business Group: SKYroots Indigenous Education Institute,

# HOPES Indigenous Training Network (Healing Our Peoples through Education Sports & Social Justice)



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**WELCOME**

 **Introduction**

*She:kon tahnon teyethinonweratons*. (Hello and welcome.)

*Dawn T Maracle yonkiaats.* (My name is Dawn T Maracle.)

*Dawn Maracle ne tsyorhensa kasenna*. (My English name is Dawn Maracle.)

*Kehnté:ke nikiteron.* (I live in Tyendinaga.)

*Toronto nikiteron.* (I live in Toronto.)

*Wa’skarewa:ke itskote niwaketohro:ten.* (I sit with the Bear Clan.)

On behalf of Dawn T Maracle Group of Companies, I would like to thank companies and communities for their time, energy and commitment which they have provided to these companies over the last two decades. Our team is grateful to have worked with so many incredible people, organizations and communities across Canada, the United States, Italy, Germany and Australia.

Our objective is to provide quality and compassionate professional business/health/cultural/sport management and cultural safety training, alongside advising in areas such as Indigenous Inclusion, Diversity, Equity and Accessibility (IIDEA) to up-level organizations, programs, Indigenous hires, and to improve relationships between Indigenous and non-Indigenous businesses. Effective governance requires transparency, clear and honest communication, and a safe environment which stems from our Indigenous values of kindness, compassion, respect, generosity and consistency of character. Effective governance also requires the valuing of all aspects of its business, from executives-to employees-to clients. Lastly, it requires adequate funding to meet the directives set out in its vision, mission and program statements.

Our team members, and those we collaborate with, have a priority in their vision to provide your organization with kindness, honesty, inspiration and creativity to assist you in meeting your goals and objectives. We will support you along every step of the way to update your policies, programs, training, land acknowledgements, responses to reports such as the TRC, MMIWG, UNDRIP, FPIC and general communications, in a spirit of collaboration and wellness.

The company was originally founded to fulfil niche needs in Indigenous governance, education and health; however, has since expanded to increase Indigenous relationship-building, Indigenous hires, advancement and retention, cultural safety and partnerships where everyone wins. We have moved beyond that to assist general management and governance needs in corporate, health, board and sports environments across Canada as well, as IIDEA is now the way of good corporate governance.

I look forward to working with your organization to identify how our group of companies can best meet your needs through a respectful relationship that will assist you in advancing your needs in today’s ever-adapting and expanding world. We are grateful for your commitment to success and change. If you have any questions regarding our products or services, please do not hesitate to contact me at 647-883-9050.

*Skennen*. (In peace)

Dawn T Maracle

**ABOUT THE COMPANY**

Dawn T Maracle Consulting Group is an umbrella Company which includes the following:

* **SKYroots Indigenous Education Training Institute**: a business providing Indigenous cultural safety training as well as advising on Education, Indigenous hires, advancement, and retention in academic environments; and working on research and other grants such as SSHRC and CIHR grants.
* **HOPES Indigenous Training Network** is a nationally registered not-for-profit which provides similar training as our corporate content, tailored with support and content to Indigenous groups, organizations, and communities. Our goal is to raise the knowledge, skills, access to traditional stick games and lacrosse, as well as the employability of Indigenous youth, women, 2SLGBTQIA+, organizations and communities in safe and inclusive environments. We seek fundraising support in order to provide these services to Indigenous peoples with low costs, while paying our facilitators and expenses.
* **Dawn T Maracle Consulting** provides our corporate training and advising arm with our head office for all located on Tyendinaga Mohawk Territory.

## **TRAINING COURSES / Workshops / LunchNLearns AVAILABLE**

## **LEVEL 1**

**What you say matters: Understanding Terminology around Indigenous Peoples & Issues**

This introductory course is designed to be stand-alone, or as a pre-cursor to any other workshop. The importance of language, language design, and the adaptability of Indigenous language design is critical to work with Indigenous peoples. However, there are so many Indigenous nations, languages, groups, communities, organizations and individuals in this country, that there is no ‘one size fits all’ approach. This workshop explores common definitions while also discussing the adaptability of language in Native communities and relationships as well. \* This can be added to any course.

**Blanket Exercise**

Created in 1997 by Indigenous peoples and allies, the Blanket Exercise was intended to introduce Canadians and Indigenous peoples after findings from the Royal Commission on Aboriginal Peoples (RCAP 1996) and major historical events in Canadian history were written about in relation to settler-Indigenous relations and legislation.

This popular cultural tool, later known as the Blanket Exercise, is built on relationships between Indigenous and non-Indigenous peoples to raise awareness of continuing injustices and impacts of colonization, and to promote further learning.

The script has been updated numerous times by Indigenous peoples and allies to reflect current events, including most recently the final reports of the Truth and Reconciliation Commission of Canada (TRC) and the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG).

Dawn T Maracle is a facilitator of over 1000 KAIROS Blanket Exercises including the world’s largest: approximately 900 participants in Thunder Bay in the summer of 2018 with 32 sharing circles. She is also a Master Trainer and has travelled North America teaching individuals and groups how to facilitate this exercise, as well as to adapt the script to their unique colonial history. She has also worked with three groups from Australia.

This workshop takes approximately two hours: half for the exercise itself; and then half for the sharing circle that follows, which allows participants the opportunity to talk about how the experience impacted them.

\*\*There are specific room and space requirements for this exercise. Please plan with DTM Consulting while booking.

**Doctrine of Discovery**

With the aid of documents and a one-hour video, the Facilitator guides learners through this crucial philosophy that founded the settling of lands in North America and beyond. Understanding this foundational attitude by the Catholic Church which then spread through other nations, concepts such as *terra nullius*, and divine right of colonizing nations became rampant in both the actions and the laws that settled and continue to influence Western countries and laws today.

Deep discussion and reflection are a crucial aspect of this course.

**The Myth of Canada the Good: Why Settlers Need to Understand the Indian Act Now\***

***(This is one of our most popular workshops; and a foundational recommendation.)***

This is an introductory workshop which looks at the relationship between Indigenous peoples and settlers over the last 500 years and focuses on the history and philosophies which informed - and continue to inform - the Indian Act today. Participants will learn about the form of early treaties and key historical documents leading up to the Indian Act, that outline principles and values of relationships to each other and the environment. It was the Indian Act itself that marked a stark and insidious turning point in the history and future of this nation.

Participants can also expect to make connections between the impact of this colonial legislation and practice with current daily and systemic realities for all of us in this country.  There will be a question and answer session, which will help participants understand how these institutions have impacted their lives – not just the lives of Indigenous peoples – and what some next steps might be.

\*\*\*Clients can request an add-on to this session for group work for participants to take what they have learned in this workshop and brainstorm how to identify impact and apply solutions directly to their workplace.

**Beyond Land Acknowledgements**

This workshop identifies key aspects required when developing a land acknowledgement, as well as what is required when implementing it within your organization. Critical skills are encouraged throughout this workshop to build more than just a statement, but to consider “how to” build relationships, learn how research, how to pronounce and the importance of building respect and partnerships. How do you consider your own positionality in relation to your local land acknowledgement? Have you taken the time to ponder it and reflect back on it with peers and with local Indigenous partners? It takes the issue even steps further to engage organizations with what should be considered beyond land acknowledgements, and how to engage your organization/community with next steps.

\*\*\*\*An add-on to the this workshop/advising can include assisting your organization in determining guidelines on how often to provide LAS’s, when to provide them, and under which circumstances.

**Colonization and its impact on Indigenous Health**

This workshop is intended to introduce and deepen the understanding of cultural safety for health care providers by providing an overview of historical colonial practices in Canada such as the Indian Act, residential schools and Indian Hospitals, which continue to influence present-day health disparities related to anti-Indigenous racism and health inequities.

\*\*\*\*\*This course can be customized or generalized, depending on the health care audience, and part two of the workshop will include group work for health care providers to take what they have learned, to identify case studies, and to determine how to improve their workplace, services and systems (where necessary).

**Preparing for The National Day of Truth and Reconciliation & Orange Shirt Day**

This workshop can also be a lunch-and-learn which speaks to the origin of the day, as well as its purpose – not as a holiday, but rather to commemorate the harm in which the history of colonization has had on Indigenous peoples – in particular, the harm to Indigenous peoples, families, and generations. It is a day for Canada to come to terms with, acknowledge, and educate about its past while teaching, apologizing, and making changes. It’s about making changes in its relationships with Indigenous peoples; it is about marking a change. Orange Shirt Day, started by Phyllis Webstad in 2013 when she told her story about being sent to residential school as a child in a brand-new orange shirt she was proud of, only to have it ripped away upon arrival. Orange used to represent the shame and harm she felt from that event and for being told she wasn’t good enough; however, it has now been transformed into a colour of healing and reconciliation. This workshop speaks to the history and nuances of the importance of this day.

**National Indigenous Peoples’ Day**

This workshop speaks to the importance and history of National Indigenous People’s Day on June 21st annually, while also speaking to current events as they impact Canada generally and clients specifically. This lunch and learn can prepare people for what to expect and how to engage with communities and organizations on the big day.

**Workshops on Days of Interest**

Additional workshops on days of interest throughout the year include National History Month in November, Have a Heart Day February 14th, Spirit Bear Day May 10th, June 16th (When Bill C15 passed in the Senate (UNDRIP), National Reconciliation Day September 30th, and others upon request.

**Haudenosaunee Traditional Stick Games**

Traditional Haudenosaunee Stick Games are introduced, such as bone and toggle, double ball, long ball, and the Creator’s Game (lacrosse) within a cultural context, for all ages. Workshops can be provided in offices in a ppt / lecture format, or in a field/gym in a physical format, with exercises for all, from ages 5-75. Adaptations for accessibilities are welcome. \*\*\*\*\*\*Please notify Facilitator of any requirements in advance.

**Haudenosaunee Traditional Ball/Double Ball Making Workshop**

Where materials can be provided, this workshop can help participants create either traditional (deer hide) and/or dollar store versions of traditional lacrosse ball and or double ball – balls to use at home. Works best with donations of sticks, or field trip / volunteers donating sticks.

**LEVEL 2**

**The COIN Model of Privilege and Critical Allyship**

This workshop uses a combination of videos and or articles on the COIN model of privilege as a purposeful and helpful on-ramp to discussing privilege as tangible positioning tool in relationship-building as we start to navigate our understanding of the colonial history of this country. There is an introductory level of this course and currently, a more advanced level is being developed which will work with organizations to meet them where they are at and provide customized plans to work with them in this work to prepare them for the next stage: Critical Allyship.

**Critical Allyship and Anti-Racism Practice**

This workshop teaches about allyship, critical allyship, and anti-racism as a practice. What does it look like to become an ally to Indigenous peoples? What does it look like for an organization to become an ally to Indigenous people, peoples, organizations, communities, and nations? What models already exist? How can we work towards that?

**Introduction to Reconciliation and Business**

This workshop was developed for executives of organizations who have recently committed to the TRC Call to Action 92:

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:

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.

This workshop provides an introduction of the context required to understand *why* we are talking about reconciliation, and why now. The context is required before working towards reconciliation can become a true plan for an organization.

**Investing in Indigenous Youth**

This workshop investigates why relationships and programs with Indigenous peoples is crucial for your institution to experience exponential financial growth. It looks at myths such as why Indigenous education isn’t free, and how myths continue to impact Indigenous student access to and retention of post-secondary education. Financial literacy has become a crucial tool of the present and will become an even more crucial tool in the future. Learners will brainstorm ideas for increasing financial literacy amongst Indigenous youth and other Indigenous groups across Canada and how your organization can be key to this, while identifying how you can create niche and innovative programs, products and relationships to meet the needs of Indigenous youth while creating a product for investors.

**Investing in Indigenous Sport and Culture**

Utilizing a similar approach as the Youth workshop (above), this workshop will explore why corporate and private interests create a win-win for relationship-building with Indigenous peoples via a sports and culture conduit. Opportunities for guest speakers may be made available to work with your organization to build philanthropic and partnership opportunities with your organization.

**Investing in Indigenous Housing**

This workshop will explore the colonial history of why housing in Indigenous communities as well as in urban locations is different for most Indigenous peoples compared to average Canadian populations, and while access to housing remains a barrier for most Indigenous peoples in this country compared to the average Canadian. Understanding the dynamics of this reality, along with some initiatives in Indigenous housing today, will provide opportunities for your organization to understand why investing in partnerships on Indigenous housing, along with some excellent practices, may catapult your organization forward while also building strong relationships with Indigenous peoples, organizations and communities.

**Improving Journalism with IIDEA’d Inclusion**

Journalism is a field which is rife with a history of mis-reporting Indigenous histories, contemporary histories and realities. This became very evident during the Standoff at Kanesatake, or the ‘Oka Crisis’, in 1990, and has come under considerable scrutiny ever since. However, journalists hold considerable responsibility in educating the Canadian public about Indigenous issues, government response to Indigenous issues, and the intricacies and nuances of issues within Indigenous and urban communities. There must be new guidelines for journalists, editors, companies, and the field overall, which include consistency, respect, building relationships, hiring Indigenous journalists and editors, and implementing the TRC Calls to Action, UNDRIP, and the MMIWG Calls for Justice. This workshop will introduce journalists to these concepts.

**Lunch and Learns**

Additionally, we can customize our workshops into lunch-and-learns upon request, while also creating custom topics to meet your needs specifically. Please contact us directly with topics of interest to your organization.

 **LEVEL 3**

**Reconciliation Goal-Building\***

This is more advanced work where Dawn T Maracle consulting, upon a company having completed a training certificate as above, will work on customized plans working towards reconciliation with their clients, communities, and unique business expertise. Reconciliation is not short-term, and it takes a commitment to building long-term relationships and partnerships. We will work with you to find ideas, strategic plans, and will facilitate partnerships to meet your needs and goals.

**Please note**\*\*: an Introductory Cultural Safety Certificate can be obtained from our organization after the completion of 5 courses; while an Advanced Cultural Safety Certificate will require 8 courses.