



our starting point

wisdom on the journey

what we've gained



ICA INDIGENOUS JOURNEY PROJECT

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ICA's Purpose/Mission Statement

The purpose of the society is to support the full integration of newcomer immigrants and refugees into the social, economic and civic life of the Capital Region of British Columbia.

our starting point

- ICA's motivation to do this work:
 - Opportunity to shift stereotypes
 - Shared client narratives
 - Strategic Plan



Shared client narratives

"People in my country and Indigenous people here had the same thing happen to them. I can feel where they're coming from and I've gone through a lot of things like them."

- ICA client

Prioritized by ICA leadership

STRATEGIC PLAN 2018 - 2022

ENGAGE COMMUNITY STAKEHOLDERS

Invest in ICA's development and communication capacity to enhance our ability to support refugees, to build innovative programming, and to support a new consolidated site for ICA.

Ensure that ICA's work is well known in the community, and offer options for donation and endowment support.

Engage in strategic alliances that enhance immigrant outcomes. Partner with other organizations to augment the resources and skills that ICA can offer.

Integrate the Truth and Reconciliation Commission's recommendations. Partner with indigenous groups and scholars to learn about and incorporate learnings to ensure newcomers to Canada appreciate the complexities of our historical and present relationships with indigenous peoples.

VALUE AND SUPPORT STAFF

Strengthen our internal human resources processes, and invest in communication and information management

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INNOVATIVE PROGRAMMING TO MAXIMIZE IMMIGRANT OUTCOMES

Integrate the Truth and Reconciliation Commission's recommendations. Partner with indigenous groups and scholars to learn about and incorporate learnings to ensure newcomers to Canada appreciate the complexities of our historical and present relationships with indigenous peoples.



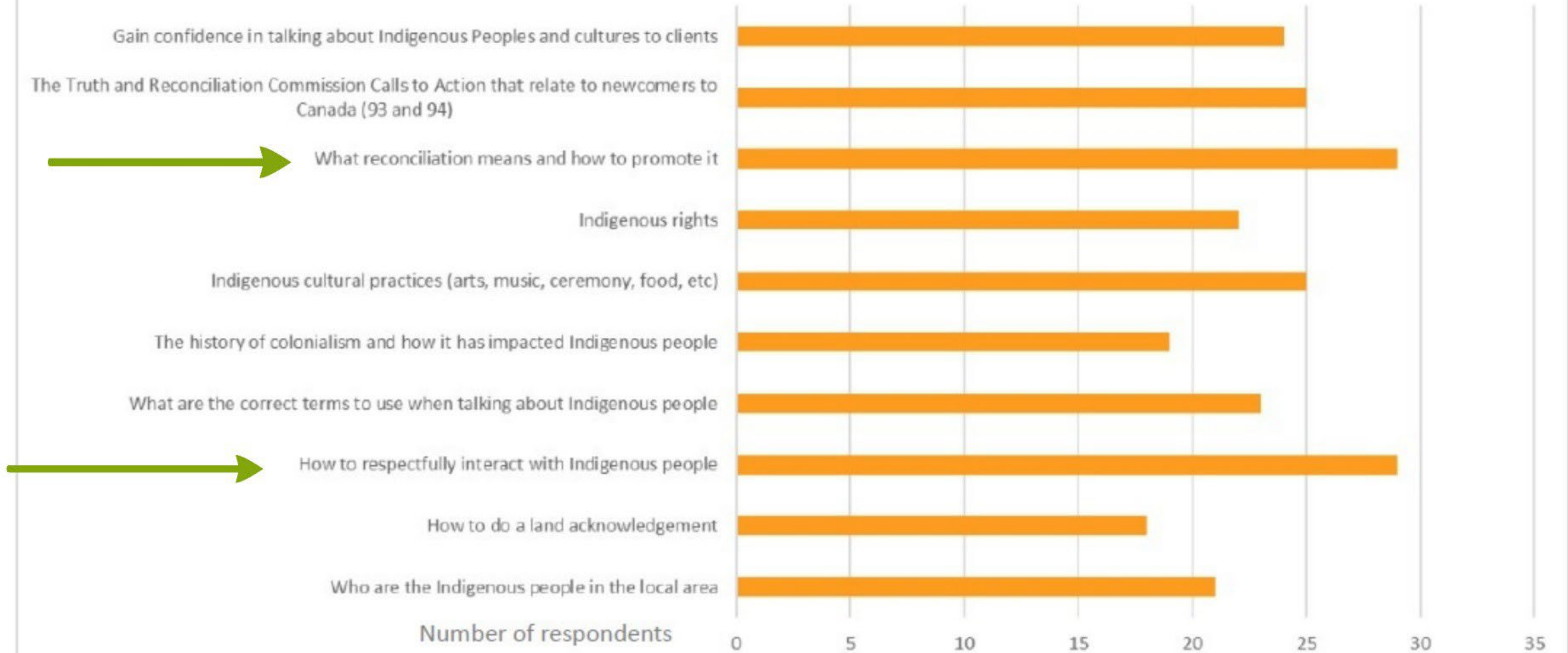
- Indigenous content in programs
- Internal champions
- Robust funding

Overview of Methodology

ICA Staff Survey	33 staff
ICA Staff, Indigenous Partner and other Immigrant agencies Interviews	6 staff 2 Indigenous partners 4 Immigrant Agencies
ICA Staff and Client Focus Groups	33 participants
Relationship Mapping Session	9 participants
LINC Class Observation & Library Review	3 Classes
ICA Documents Review	9 Documents/websites
Building Visits	1 walk through and 1 site visit

Survey Data on Learning Topics

What would you like to learn about Indigenous people?



ICA Indigenous Journey Five-Year Plan

Activity	Lead person(s) responsible	Requires additional	Year 1 2020-	Year 2 2021-	Year 3 2022-	Year 4 2023-2024	Year 5 2024-2025
<p>Area of Action #1.</p> <p>1.1 *Develop a statement of commitment to this work (and video)</p> <p>1.2 *Develop "ICA Guide to Indigenous Relations and Policies" (include up to date information on current events)</p> <p>1.3 Create a plan/design to make new space more representative of Indig</p> <p>1.4 Create signage for the new space (and acknowledgement, welcome)</p> <p>1.5 Integrate Indigenous art elements and design into new space</p> <p>1.6 *Update existing external communications to include Indigenous con</p> <p>1.7 *Develop resource and a video (with a printed activity guide) for newcomers on local Indigenous presence and context</p> <p>1.8 Integrate Indigenous relationship building into board reporting process by including a section in the report template on how we are advancing Indigenous relationships</p> <p>1.9 Share among staff opportunities in the community to participate in it</p> <p>1.10 Track and monitor existing relationships between Indigenous organi</p>	<p>Communications</p> <p>Managers, Coordinators, Board, Staff, everyone</p>	<p>ICA</p> <p>ICA</p>					
<p>Area of Action #2.</p> <p>2.1 Hire Indigenous Education Coordinator to support LINC and training p</p> <p>2.2 Hire an Indigenous Community Liaison to connect with Indigenous co</p> <p>2.3 Hire/engage an Elder in Residence (see Indigenous Perspectives Society job posting)</p> <p>2.4 Invite Indigenous guest speakers to staff and team meetings (4 times/year)</p> <p>2.5 Add statement to job postings and career page inviting people with Indigenous cultural competency and/or lived experience with Indigenous communities to apply</p> <p>2.6 Explore how to use Indigenous relations behavioural competencies in hiring</p> <p>2.7 Promote Indigenous participation in ICA governance structure (through review of policies, targeted recruitment of Indigenous board members, and/or establish Indigenous advisory)</p> <p>2.8 Recruit Indigenous volunteers</p> <p>2.9 Recruit Indigenous Constituent Group members</p>	<p>HR</p> <p>Training team and Managers</p> <p>HR, Directors</p> <p>HR Team</p> <p>Board Members, CEO</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>ICA</p>					
<p>Area of Action #3.</p> <p>3.1 Invite Indigenous guest speakers to meet with clients (targets to be d</p> <p>3.2 Develop relationships to implement inter-cultural exchange events at</p> <p>3.3 Explore opportunities for including Indigenous people in orientation a</p> <p>3.4 Continue to provide Indigenous-focused (LIP/CPN) events</p> <p>3.5 *Ask each department to create an annual Indigenous collaboration plan to identify potential opportunities to work with First Nations, Indigenous organizations and/or individuals (including activities for youth and families, seniors groups, employment programs and art programs/projects)</p> <p>3.6 Learn about the interest of Indigenous communities in working with ICA (*</p> <p>3.7 Identify opportunities for ICA programs to utilize Indigenous spaces/organ</p>	<p>Steven Bailey/Florentin</p> <p>Departments</p>	<p>ICA</p>					
<p>Area of Action #4.</p> <p>4.1 *Create ICA-specific land acknowledgement</p> <p>4.2 Post land acknowledgement in all ICA spaces (hallways, classrooms, office</p> <p>4.3 *Use written land acknowledgement in email signatures, website, and pu</p> <p>4.4 *Create guidelines for both staff and clients about how to use land ackno</p>							
<p>Area of Action #5.</p> <p>5.1 *Develop LINC curriculum module that include Indigenous people in a B</p> <p>5.2 Integrate Indigenous content in the following resources: Nocturnal, AMS</p> <p>5.3 Provide Indigenous Cultural Competency training during orientation/onli</p> <p>5.4 Integrate Indigenous content and approaches as part of essential skills, em</p>							
<p>Area of Action #6.</p> <p>6.1 Have all staff develop personal Indigenous Cultural Competency learning g</p> <p>6.2 *Develop training plan and deliver initial training</p> <p>6.3 Provide regular training to ICA staff, board, volunteers and sponsors</p> <p>6.4 *Develop and implement training into onboarding plan/policies</p> <p>6.5 Require all staff to read ICA Indigenous Relations and Policies Guide</p>							

Clear messaging and organizational support for relationship building with Indigenous partners

Bring Indigenous expertise into ICA

Create opportunities for Indigenous people and immigrants to meet and learn from each other

Develop and use land acknowledgments

Develop programs to be inclusive of Indigenous content and approaches

Increase ICA employee knowledge about Indigenous Peoples



wisdom on the journey

- recognize wisdom holders
- be realistic - internally & Indigenous communities
- relationship-based
- +staff time
- +budget

Cultural competence of ICA staff

The cultural competency level of staff and the organization is very high. Staff are accustomed to working with people from cultures other than their own and bring strengths in cultural humility and cross-cultural communication. They understand an anti-oppressive approach, which can help them in partnerships with Indigenous people. In the LINC program, some instructors demonstrated use of Indigenous pedagogical approaches such as sharing circles, personal connection, relationship building, and collaborative learning.



what we've gained

- better understanding of how to do this work
- learned about our colleagues
- stronger relationships
- increased staff engagement
- confidence saying territorial acknowledgments
- understand our suitability

hurdles:

- attracting staff with indigenous backgrounds
- staff buy-in ie. blanket exercise

growth areas

- Relationship building with local nations & other stakeholders
- Continue to prioritize work
- Secure additional funds





progress-5 years later:

- land acknowledgements
- visual representation in office
- internal indigenous training
- indigenous programming embedded in departments
- maintaining relationships
- blanket exercise
- encouraging community partner to advance truth & reconciliation
- active internal working committee with a budget

