



2Spirit People of Manitoba Inc. Leadership & Governance Curriculum

Leadership & Governance Curriculum



TITLE

- Indigenous Leadership and Governance in Manitoba

DURATION

- Full Delivery: 1.5 Days
- Condensed Delivery: 0.5 Days

PURPOSE

- To provide individuals and organizations at various levels of comprehension with a wholistic understanding of Indigenous leadership and governance, values, and ways of knowing throughout Manitoba.

GOALS

- To Explore traditional Indigenous leadership and governance structures, values, and ways of knowing
- To Reflect on the ways that colonization has impacted Indigenous leadership and governance practices, and the ways that we uphold these values
- To Learn practical ways to encourage Indigenous leadership
- To Learn practical ways to Indigenize our leadership and governance structure
- To Learn the difference between decolonizing and indigenizing leadership and governance
- To Aid individuals and organizations to improve with leadership and governance skills and practices
- To aid individuals and organizations to Support Indigenous self-determination and sovereignty

Leadership & Governance Curriculum



OUTCOMES

- Participants will learn about traditional Ininiw, Anishinaabe, Anishiniw, Dene, Dakota, and Michif leadership and governance structures
- Participants will learn about 2Spirits leadership, roles and responsibilities
- Participants will receive teachings regarding 2spirits, and relevant indigenous ways of being and knowing
- Participants will gain an understanding of the shared values and leadership practices of Indigenous nations from Manitoba
- Participants will gain an understanding of the unique leadership practices of indigenous nations living in Manitoba
- Participants will learn about colonization's impact on Indigenous leadership and governance structures
- Participants will gain practical tools for indigenizing their individual and organizational practices
- Participants will learn how to identify areas of concern in their own views, practices, and workplace policies and governance
- Participants will be provided with a primer on key frameworks and concepts that support indigenous leadership and governance practices
- Participants will learn the difference between decolonizing practices, indigenizing practices
- Participants will know the difference between transformative and superficial changes to practices
- Participants will know how to center and include 2Spirits & Indigiqueer people in their practice, and why this is essential to having good leadership and governance

Curriculum Agenda



AGENDA

WELCOME & INTRODUCTIONS

- Welcome
- Housekeeping
- Introductions
- Check-In & Icebreaker
- Name & Pronouns
- What do you hope to gain from this workshop?

DEFINITIONS

- Leadership
- Governance
- 2Spirit
- Indigiqueer
- Colonization
- Settler Colonialism
- Decolonization
- Indigenization
- Pan-Indigenous/ Indigeneity
- Self-Determination
- Sovereignty
- Proper Nation Titles

INDIGENOUS LEADERSHIP TEACHINGS

- Eagle, Beaver, Mouse Teaching
- Ka Ni Kanichihk's Goose Teaching

GROUP BRAINSTORM

- What do you think would be shared Indigenous leadership and governance practices and values?

Curriculum Agenda



AGENDA

TRADITIONAL LEADERSHIP

- Shared governance pillars
- Shared leadership practices
- 2Spirit Leadership

REFLECTION

- Why is this important to know

BREAK

- 15 MINUTES: snacks available, smudge available if in person

THE IMPACTS OF COLONIZATION

- The Indian Act
- Pillars of white supremacy
 - comparing and contrasting with Indigenous leadership and governance values

GROUP DISCUSSION

- Thinking of your organization, where do you see white supremacist practices being upheld, and where (if anywhere) do you see Indigenous practices being upheld

Curriculum Agenda



AGENDA

RECLAIMING & INDIGENIZING

- Tangible examples
 - 2Spirit leadership
 - Meaningful change versus shallow measures
-

GROUP DISCUSSION

- Discuss examples of shallow/unsuccessful attempts at changing practices and procedures
-

TOOLS & FRAMEWORKS THAT WORK

- Circle of Courage
 - Model for positive youth development
 - Trauma Informed Care
 - Indigenous Approaches
 - Compassion Informed Care & Lateral Kindness
 - Responding to Lateral Violence
 - Harm Reduction Framework
 - NYSHN Indigenous HR Pillars
-

CHECK OUT

- What's the thing that you learned today that resonated with you the most?

Appendix A



REFERENCES & RESOURCES

- Assembly of First Nations (n.d.) *Self-determination*
- Bohaker, H. (2021). *Doodem and Council Fire*. Google Books. Retrieved February 28, 2022, from https://books.google.ca/books?hl=en&lr=&id=SUA3EAAAQBAJ&oi=fnd&pg=PP1&dq=anishinaabe%2Btraditional%2Bleadership%2Bstructures&ots=GHXfNVu04i&sig=GLk_dMNI-PuuEE70TpZ09pGc-80#v=onepage&q&f=false
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- *A Dene Way of Life Teacher's Guide*. (n.d.). Retrieved February 28, 2022, from https://www.ece.gov.nt.ca/sites/ece/files/resources/edukit_-_dene_way_of_life.pdf
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- Johnson, P. R. (2014, April 24). *E-kawôtiniket 1876: Reclaiming Nêhiyaw Governance in the Territory of Maskwacîs thr y of Maskwacîs through Wâhkôtowin (Kinship)*. Retrieved from <https://ir.lib.uwo.ca/cgi/viewcontent.cgi?article=6257&context=etd>

Appendix A

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REFERENCES & RESOURCES

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- Joseph, B. (2015, June 25). *Indian act and elected chief and Band Council System*. Indigenous Corporate Training Inc. Retrieved February 28, 2022, from <https://www.ictinc.ca/blog/indian-act-and-elected-chief-and-band-council-system>
- Lenzerini, F. (2006). Sovereignty revisited: International law and parallel sovereignty of Indigenous peoples. *Texas Journal of International Law*, 42(1), 155–19
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- The Red Nation (2020) *The Red Deal*, Parts 1 through 3 Retrieved February 28, 2022 <https://therednation.org/>
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- Zoledziowski, A. (2021, December 22). *Two spirit people are risking their lives to get indigenous land back*. VICE. Retrieved February 28, 2022, from <https://www.vice.com/en/article/5dg9qx/fairy-creek-two-spirit-people-land-defender>

Appendix B



GLOSSARY

LEADERSHIP

- To lead others is to guide them based on your own values, mission and vision. Good leadership is both planning and action oriented, and involves empowering others, commitment, role-modeling, and using a "servant leader" approach.

GOVERNANCE

- To Govern is to conduct policy, actions, and affairs. Governance involves the dispersion of power, accountability, and structures. Governance provides the foundation on which leadership can take place within an organization and involves the use of structures and adherence to systems.

2SPIRIT

- Niizh Manidoowag, was introduced at the third annual international LGBT Native American gathering in 1990. Elder Myra Laramie shared the name, which was given to her in a dream, and it was quickly adopted as a spirit-name. Today, Indigenous LGBTQQIA+ and Two-Spirit are terms chosen by some Indigenous people to describe an aspect of their identity. This term is a way for us to identify within a colonial context and is meant to reflect not only our sexualities and genders, but also the traditional and ceremonial roles that we held before colonization. The term is also a placeholder for Indigenous folks who do not know a word in their language that encompasses their gender identity, sexuality, and gifts. This term was also used to replace derogatory terms used to describe 2SIQ and reclaim the sacredness of our Identities.

Appendix B

Continued



GLOSSARY

INDIGIQUEER

- A contemporary term meant to encapsulate the intersections between queerness and Indigeneity

INDIGIENIZING

- Incorporating Indigenous ways of being and knowing into current colonial systems in order to reduce harm. Indigenizing can be a steppingstone towards decolonization when dismantling systems is not a possibility.

SELF- DETERMINATION

- To the right of a people to freely
 - (1) determine their political status and freely pursue their economic, social, and cultural development; and
 - (2) dispose of and benefit from their wealth and natural resources. Under international treaty law, Canada is obligated to respect the First Nations' right of self-determination.

(Asseby of First Nations Cheifs n.d.)

SOVERIENITY

- A right to ownership over traditional land, a right to preserve culture and identity, the right to participate in decision making, and a right to self-governance through customary laws

(Lenzerini, 2006).

Appendix B

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GLOSSARY

PAN-INDIGENOUS

- Grouping all First Nations, Metis, and Inuit nations and communities together, under one umbrella. Often describing Nation-specific practices as something that all Indigenous people do; This results in erasure of culture.

COLONIZATION

- The practice by which a powerful nation forcefully controls another country, nation, or people and exploits their resources to increase its own power and wealth.

SETTLER COLONIALISM

- A form of colonialism whereby an imperial power seizes Indigenous territory, eliminates the people by force, and resettles that territory with a foreign, invading population

DECOLONIZING

- An abstract term that is applied broadly and often devoid of true meaning. Decolonizing means dismantling systems that hurt Indigenous people and uphold colonial values and rebuilding them on a foundation of inclusion. Because systematic land theft is at the root of colonization, returning to our rightful place as stewards of this land is vital to decolonization.

Appendix C



FURTHER READING

- Ferland, N., Chen, A., & Villagrán Becerra, G. (2021). *Working in good ways: a framework and resources for Indigenous community engagement*. Community Engaged Learning, University of Manitoba.
- Unsettling Minnesota. (2009, September). *Unsettling Ourselves: Reflections and Resources for Deconstructing Colonial Mentality*.
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- Indigenous Action Media. *Accomplices Not Allies*. (2014)
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Appendix D



SPEAKERS

- When this curriculum is presented, it is encouraged that presenters invite speakers from the specific nations included in this presentation. It is not a requirement, but rather a suggestion. The following is a list of some potential Elders and Knowledge Keepers and their contact information
 - Elder Albert mcLeod
 - <https://albertmcleod.com/about-us>
 - Elder Byron Beardy
 - bbeardy@fourarrowsrha.org
 - Elder Charlotte Nolin
 - charlotte.nolin01@gmail.com
 - Gayle Pruden
 - Prudengayle@gmail.com
 - Roger Roulette
 - roger.roulette@yahoo.com
 - Cecil Sveinson
 - <https://www.linkedin.com/in/cecil-sveinson-7045806a/?originalSubdomain=ca>



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Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada