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This section is from the 2nd edition of First Nations 101, pages 310-317. The original layout is 2 pages per sheet.

SECTION 6

HOW TO BECOME A GREAT ALLY

What is an ally? In this context, an ally is someone who joins forces with others to achieve a goal through understanding and support. A person cannot simply call themselves an ally; they become an ally through their ongoing actions. Allies can be helpful in many ways including advocacy, volunteering, and contributing funding and resources to support Indigenous people's priorities. Effective allies help lift morale, forge cross-cultural understanding, contribute ideas through respectful discussion, and show their understanding and commitment through action. An effective ally to Indigenous people:

- Learns from, and about, Indigenous people's efforts.
- Supports Indigenous-led efforts.
- Does not show allyship for their own personal benefit, rather they are moved to offer support to help Indigenous people reach their goals.
- Is willing to learn what not to do, so they don't cause harm.
- Educates themselves about Indigenous history and rights.
- Shares what they learn about issues important to Indigenous people with their family, coworkers, peers, and community.
- Acts even when Indigenous people are not in the room by challenging stereotypes, exclusion, and other forms of anti-Indigenous racism.
- Understands that each Indigenous individual, group, community, and business has their own knowledge, thoughts, and opinions.
- Knows what Indigenous Nations' land they are living, working, playing, or studying on and shares that knowledge with others.
- Asks Indigenous people what they prefer to be called (i.e.: Inuit, Métis, Indigenous, Ts'msyen, Cree/Métis, Mohawk, First Nations).
- Makes their best effort to properly pronounce Indigenous names.
- Transforms guilt into positive allyship efforts.
- Seeks to understand any privilege they may take for granted.
- Is a good listener and concise sharer.

How to help make Indigenous people visible in your community

Once a person begins to look around and take notice of how things work in society, they will begin see how actions, policies, and laws may be differentially applied to various groups or populations. These are some important questions to ask that can lead to meaningful change in your home and community:

- Why aren't there more Indigenous people in this college or workplace, children on this sports team, or politicians in our area?
- How can we recruit and build trust with Indigenous students, caregivers, volunteers, and staff so that they want to stay with us?

- Why aren't there more Indigenous visitors, attendees, volunteers, or staff in our organization, group, community centre, or activity?
- How can we meaningfully engage and interact with Indigenous individuals, families, organizations, and communities so that we can have positive interactions in our community?
- How can we respectfully engage and interact with the Indigenous Nation's land that we live, work, or study on?
- Why have Indigenous students, staff, or volunteers left early or without notice or explanation? How could we have prevented it?
- Why have Indigenous people stopped participating in our activities? How can we find out and prevent it in the future?
- Why have Indigenous people not come, or stopped coming into, our restaurant or store? How can our staff make our space more welcoming?
- Has my school, workplace, church, or organization developed a reconciliation plan with Indigenous people? If not, how can I help develop one? This applies to places your children attend including schools, daycares, sports teams, and recreation centres.
- Did we seek input into our plan, policies, development, programming, and services from Indigenous people in our area? Do we need to improve in this area?
- How do we meaningfully incorporate Indigenous input into our plan, policies, programs, services, events, etc?
- How can we hire a knowledgeable Indigenous person with lived experience and connection to Indigenous communities to help us understand allyship, engagement, and retention better? See the (Mis)Appropriation chapter for more information.

Significant ways to support Indigenous people:

- Safely call out and/or report those who are being racist, sexist, etc.
- Be aware of aggressions, micro-aggressions, and micro-assaults.
 - Aggressions, micro-aggressions, and micro-assaults are seemingly innocent intentional or unintentional verbal and non-verbal actions that send the message that a group is different and therefore less than others. Racist, sexist, ableist, homophobic, and classist comments are often disguised and excused as jokes, and the receiver is often further harmed by being accused of being too sensitive if they object to the comment. Many women will recognize this pattern which continually erodes the personal and public sense of self, pride, confidence, and inclusion.
 - Micro-aggressions are little things that go unnoticed and/or unchecked in all areas of life including dismissal of thoughts or ideas, exclusion from invites, and other seemingly innocent actions toward a particular group. They have become such a pervasive part of everyday life that some people don't even recognize they are causing harm. The actions are micro but have large effects if they are not addressed including the targeted person leaving the situation, group, business, or workplace. Some refer to this as being pushed out.
 - Micro-assaults are the more in your face insults and actions that negate or dismiss Indigenous realities, histories, cultures, and ownership of their land and resources. They include naming buildings and streets after known colonizers or racists, Indigenous people depicted as mascots, white supremacist symbols in store windows, racist graffiti, and statues of known racists or colonizers in public spaces. Micro-assaults also include statements or questions such as "you don't look Indigenous," "you're very articulate," "can I touch you as I've never met an Indigenous person before," "you're smart for an Indigenous person," "I just want everyone to get along," "we're all immigrants," "those abuses happened a long time ago, can't we just let the past be the past," "I don't see a person's color or ethnicity," "why don't you all just assimilate," "hey Chief or Pocahontas," or "why do you all (insert inappropriate question here)."
- Be aware of privilege you may have or are benefitting from. Many do not recognize how their backgrounds, connections, education, and financial situations may give them an automatic advantage

whether they are seeking it or not. Questions to reflect on include did/do you: have to face racism, live in poverty, struggle to relearn cultural teachings that were forcibly taken from your ancestors, live with intergenerational effects of trauma? Or were you fortunate to have grown up in a healthy family, always had food, were protected from harm, were able to positively address trauma, and never faced consistent racism or harassment.

- Most Indigenous organizations, groups, and Band Councils do not have time to educate you about Indigenous people or issues as they are very busy doing their own work. It often takes too much time to educate and train volunteers or allies which then becomes a net deficit to the organization. If particular knowledge is needed, it is best to educate yourself before approaching anyone. If you don't have time to learn, then let them know you have limited knowledge, but can help in other ways such as transcribing notes, creating posters, setting up or cooking at an event, doing research, donating goods or funds, etc.
- Never speak for Indigenous people. Be sure that people know your comments are your own and direct others to Indigenous spokespeople, literature, website, or other resources to hear from Indigenous people themselves.
- Choose dialogue over lectures, accusations, or arguments. Respectful discussion can lead to mutual understanding. No one should seek to prove that they are 'right' or know the issue better than others; rather, they should use respectful communication skills to share information that may be helpful.
- Listen to, read, and watch Indigenous people's messages. Seek out and share Indigenous messages and stories through TikTok, Instagram, Facebook, Pinterest, YouTube, Twitter, etc.
- Do not share personal stories about Indigenous individuals or families unless you have gained permission directly from them, especially if it is about a traumatic event.
- Never capitalize on work, actions, or connections made from working with Indigenous people. It is very disrespectful when allies accept invites to talk about projects or actions on behalf of the group rather than referring an Indigenous person. At the very least, have an Indigenous person lead the presentation and you can support them as needed.
- Help stop the appropriation of Indigenous identities in your school or workplace, especially if you are in a position to give input on or make decisions about funding, hiring, or acceptance to college or university. It may be easier to hire based on self-identity; however, equity hiring practices are meant to break down barriers for those who have the lived experience of being denied opportunities, funding, and jobs due to anti-Indigenous biases. So it is imperative to ensure Indigenous people with lived experience and connections to local Indigenous communities are hired. See the (Mis)Appropriation chapter for more information.
- Do not appropriate Indigenous art, customs, songs, images, regalia, or Indigenous-specific terms such as decolonization, rematriation, and Two-spirit. See the (Mis)Appropriation chapter for more information.
- Show empathy without causing harm. Indigenous people appreciate non-Indigenous people being sympathetic, trying to understand history, and wanting to be helpful, but it is not always appropriate to impose it onto Indigenous people. This problem intensified during the national awakening to the unmarked burial sites of children from residential schools. Some Indigenous people were being asked questions, offered sympathy, and receiving multiple emails about it for weeks. Although well-intentioned, this can be emotionally challenging, especially if the Indigenous person is having a difficult time because it is related to their family or community. It is especially troublesome when the person sharing their empathy is making it all about themselves. So, rather than saying that you saw the news, are horrified, didn't know what happened, want to do something to make positive change, or asking questions of the Indigenous person so you better understand the issue, try saying some of these things: the recent news about the unmarked burial sites was very disturbing, I am going to learn as much as I can to help foster positive change, I am going to write to my local MLA and MP to let them know there must be sufficient resources provided to fully address this situation, or I am available if you need someone to listen or to help find support if you need it.

Building Respectful Relationships with Indigenous People

Many individuals, groups, organizations, and governments want to reach out and engage Indigenous groups, organizations, or communities, but may continually put it off if they don't know how to start, if it is appropriate, or if the invitation will be welcome. It is important to consider many factors that can help build trusting relationships with Indigenous people. Charging in without a plan can lead to doors being shut, harms being done, and trust lost. It is important to remember that:

- Indigenous people fall along a continuum from anti to pro on most issues, so be patient and keep searching for the people you are looking for.
- Community development works best when you engage diverse voices, talk with diverse leaders (youth, women, Two-spirit, Elders, culture keepers), and discuss issues, successes, barriers, and opportunities that are important to them.
- Be effective when sharing info: use plain language and quantify how the community will benefit (jobs, infrastructure, programs).
- Patience is key as trust building can be a long process. You cannot approach it from a business mindset based on strict timelines, emails, and lots of meetings. Indigenous people prefer to build relationships and trust before committing.
- You must become comfortable being uncomfortable.
- Remember that Executive Directors, business leaders, and Chief and Council likely have many additional duties that their non-Indigenous peers do not because they are immersed in community life and responsibilities. So be patient, follow-up, then follow-up again. You may need to connect with other staff or community members to build a relationship and trust first before you can reach the leaders you are trying to connect with.

Many successful social justice movements that helped advance long-term societal change were in part due to the involvement of diverse allies who helped support and bolster a social movement by engaging people in their circles of influence to become involved. As an example, Rosa Parks was immersed in many areas of her city where she was loved and respected including her church, family, friends, work, and volunteering. People from each of her circle of friends and colleagues supported her in her time of need which helped to launch a very important part of the civil rights movement in the U.S. This kind of allyship can help move ahead the work of Indigenous people to revitalize their communities and foster reconciliation.

The following are examples of alliances that grew out of diverse community connections and engagement that gained credibility because of diverse support:

- Dr. Cindy Blackstock and the First Nations Child & Family Caring Society partner with universities, researchers, and elementary and high school students to raise awareness of the unequal treatment of on-reserve First Nations children by the child welfare system.
- Chief, Dr. Robert Joseph and Reconciliation Canada partner with diverse communities, businesses, and residential school survivors and their descendants to raise awareness about ongoing effects of residential schools and the importance of working together to achieve meaningful reconciliation.
- Roberta Jamieson and Indspire partner with Indigenous students, governments, researchers, and businesses to support thousands of Indigenous students each year.

Find Out More

10 Ways to be a Genuine Ally with Indigenous Communities. A.I.

9 Phrases Allies Can Say When Called Out Instead of Getting Defensive. S. Dylan Finch. May 29, 2017.

Beyond Red Dress Day: Seven Calls to Action for allies. B. Morgan. May 6, 2021.

Comment: Take the time to learn proper pronunciation of Indigenous names. G. Jim. June 23, 2021.

Contemplating the Consequences of Colonial Cosplay. Media Indigena podcast. Feb. 24, 2021.

Everything You Need to Know About Microaggressions: How to prevent them from happening. C. Martin & M. Jean-Philippe. June 11, 2020.

7 Free Ways to Make a Difference. FNCFCFS.

Help make America talk again. TEDxSeattle. C. Headlee. Dec. 20, 2016.

How to fix our polarized conversations. How to Be a Better Human Podcast. Feb. 1, 2021.

Microaggressions don't just 'hurt your feelings'. A.E. Dastagir. Feb. 18, 2018.

Microaggressions in the Classroom. FAME. May 14, 2017.

Native-land.ca

Racial Microaggressions Are Real: Here's How to Navigate Them. R. Terry. Oct. 23, 2019.

Racial Microaggressions in Everyday Life: Is subtle bias harmless? D.W. Sue. 2010.

Social Media for the Resistance. Warrior Life Podcast. Oct. 15, 2018.

The Convenient "Pretendian". Canadaland Podcast. Feb. 14, 2021.

This app will show you what Indigenous land you're on. L. Asmelash. Mar. 22, 2021.

What is a microaggression? 14 things people think are fine to say at work – but are actually racist, sexist, or offensive. M. Ward & R. Premack. June 3, 2020.

What's wrong with land acknowledgements, and how to make them better. K. Deer. Oct. 21, 2021.

This section was newly created to accompany the How to Become a Great Ally chapter from the 2nd edition of First Nations 101 to help those wanting to contribute to reconciliation find ways to start or expand their efforts.

Allyship through volunteering

Rather than using 'reconciliation', many Indigenous people use the term reconciliACTION as true reconciliation can only be achieved through the consistent commitment and action of individuals, organizations, groups, and businesses. Volunteerism is a great way to demonstrate allyship, foster positive cross-cultural interactions, and help Indigenous organizations and communities meet their needs and goals. The first section is primarily for individuals and the second section is related to community groups and organizations.

Many Indigenous organizations welcome non-Indigenous volunteers

Often, after one of my public talks, at least one non-Indigenous person notes that they want to contribute to reconciliation and are uncomfortable, anxious, or unsure if they are allowed to volunteer at an Indigenous organization or community. This in great part, led me to write the new chapter How to Become a Great Ally in the 2nd edition of First Nations 101. I realized that there needed to be more information that could help individuals identify how they can contribute to reconciliation.

Did you know that most Indigenous not-for-profit organizations are under-funded, under-staffed, and over-subscribed? Unlike many larger mainstream organizations, most Indigenous organizations do not receive core funding to pay for all of part of their core costs such as hydro, rent, administration staff, or the Executive Director's salary. In addition, most Indigenous organizations cannot afford to hire or contract professional fundraisers.

Because most Indigenous organizations face financial challenges that many mainstream organizations do not, they rely heavily on volunteers to help fulfill their mandate and meet community needs. However, most Indigenous organizations do not have formal volunteer programs, volunteer coordinators, or the time and resources to recruit, train, and retain new volunteers. Many Indigenous organizations would like to meaningfully engage and work with non-Indigenous and Indigenous volunteers, but the upfront recruitment and training remain significant barriers to engaging with as many volunteers as they would like.

Key Volunteer Opportunity - Many Indigenous organizations could greatly benefit from having an experienced volunteer to lead the planning, development, start up, training, and/or operations of a volunteer program in their organization. This might also include training volunteers to help coordinate or run the volunteer program.

Volunteers must arrive prepared

As you may have read in the How to Become a Great Ally and Volunteerism chapters in the 2nd edition of First Nations 101, volunteers should educate themselves about the history and cultures of Indigenous people before asking about volunteer opportunities so they can be well prepared, confident, and comfortable when they approach an Indigenous organization or community. This is very important as most Indigenous organizations and communities are over-worked, under-funded and under-staffed, so they do not have spare time to answer basic questions, provide history lessons, or share their thoughts about Indigenous culture with volunteers. Unfortunately, in most cases, to do so would result in a net time and resource deficit for the organization or community as they have to spend more time, energy, and resources to educate volunteers than they will usually get back in volunteer services.

There will be some opportunities to volunteer that do not require a potential volunteer to know about Indigenous history or culture or that do not require much interaction with others who may seek answers to questions related to Indigenous people, history, and culture. Sample opportunities include helping to paint a room or building, make repairs, do desktop publishing, cook for events, or help as a driver.

Key Volunteer Opportunity - Many Indigenous organizations could greatly benefit from having experienced non-Indigenous and Indigenous facilitators, educators, and Knowledge Keepers volunteering to lead the planning, development, start up, and/or operations of a volunteer education and training program in their organization.

How to better ensure you are placed in the right volunteer role

You do not have to be an extrovert, person with money to spare, or have influential connections to be an effective and important ally to Indigenous people. Rather Indigenous groups, organizations, and communities require support in many ways that can be achieved by partnering with volunteers with diverse skills, personalities, and knowledge. In most cases, it does not matter if you are an introvert, quiet, or shy or if you are an extrovert or public speaker other than to ensure that you are placed in the right volunteer role.

Although most organizations do not choose volunteers based on individual personalities, they would likely find better matches between volunteers and tasks if they did not rely primarily on skills and knowledge to choose where to place a volunteer. It is helpful if potential volunteers let the organization or community know as soon as possible how their strengths or possible limitations may affect their volunteer work so that they can assign volunteer opportunities that are a good fit.

As long as an organization or community provides enough support to ensure a volunteer is able to complete their volunteer role and tasks, the following are examples of how identifying and matching specific personalities (along with skills, knowledge, and availability) with the right tasks can lead to success for all involved. Note that each organization or community will vary in how much they can accommodate volunteer's requests or needs.

- a) For individuals who are shy, quiet, reserved, or an introvert, it is important that you let others know if:
 - you like to receive materials in advance so that you can absorb the information and prepare ahead of time for a meeting
 - you prefer working alone
 - you are able to effectively self-manage your time and progress
 - you don't like doing presentations, but could prepare a power point and notes for someone else to present

- you aren't usually chatty in meetings, but can answer questions or contribute to discussions when asked, or
 - you don't like doing a lots of check-ins, so would rather report on progress at agreed upon methods and intervals
- b) For individuals who are outgoing, chatty, like having discussions, enjoy brainstorming as a group, or an extrovert, it is important to let others know if:
- you like to meet in person rather than by phone or video
 - you can work alone or in a group
 - you prefer to have group meetings
 - you can effectively self-manage your time and progress
 - you love doing presentations or being an emcee
 - you are too chatty or talking over others, your supervisor should let you know how to best interact in groups and meetings in their particular organization, or
 - you'd prefer to report on progress regularly by phone or in person, rather than in writing
- c) For individuals who don't know much about Indigenous history, communities, issues, or cultures yet:
- let the organization know right away so they can make an informed decision about if and where to place you
 - ask the organization if they provide any training that would help you learn things that can be helpful in your volunteer role.
 - let them know that you are willing to learn on your own time and would appreciate any suggestions about the areas to focus on that they think would be helpful when volunteering with them.
 - ask to be placed in a role that will not place you in a situation where you may have to answer questions from participants or the public.

So, how would you describe yourself? What opportunities does that open for you? Consider how you can incorporate this information in your resume, cover letter, or discussions to show an organization that you have considered how your skills, knowledge, availability, and personality could be considered so that you are placed in the right volunteer role that will benefit both you and the organization.

The following are a few practical lists of volunteer activities that could be more easily achieved if matched with the right personality, skill set, knowledge base, and availability. Note that some of these items may overlap, so be sure to read everything.

Not sure yet where you would best fit within an organization?

If you have time for meetings or working groups, large or longer-term projects, or attending events or rallies, then project planning and/or coordination might be right for you. These activities are also good for volunteers who are self-starters or prefer small groups and specific or time limited tasks:

Small, large, or time limited projects such as:

- (Co)planning an indoor or outdoor event such as National Indigenous Peoples Day, a fundraiser, arts & craft fairs, family-focused holiday events, staff or volunteer appreciation, or other similar activities.
- (Co)coordinating volunteers for the overall organization, for a limited time, or for a specific activity only.

Prefer to work alone, are an introvert, or are limited by mobility or time

If you can't, or prefer not to, travel to an organization or specific location to volunteer; prefer individual work, small groups, or working from home then these types of volunteer opportunities may work for you:

- Proposal writing, research, database development, data analysis, identifying funding sources.

- Marketing: flyers, brochures, reports, newsletters, annual reports, websites, desktop publishing.
- Social media coordination, monitoring, or posting.
- Training individual staff to write proposals or do media interviews.
- Monitoring media and social media for specific issues.
- Donating funds, supplies, or materials.
- Off-site coordination of projects, volunteers, events, etc.
- Supporting political candidates supported by Indigenous people.
- Organizing events or project coordination remotely, but connecting with a team in person, by phone, or via video when needed.

Limited by time, like small groups, and are a self-starter

If you don't have time for many meetings, large projects, attending events or rallies, prefer small groups and specific or time limited tasks, or would rather take direction than a leadership role right now, then these types of volunteer opportunities may work for you:

Small or time limited projects such as:

- Setting up a database, research, policy development.
- Painting or repairing things in a classroom, office, building, or house
- Equipment repair.
- Writing and/or editing proposals, brochures, reports, etc.
- Photo, video, and audio recording and editing for specific uses.

All of these suggestions give you an idea of how to prepare yourself before seeking out a volunteer opportunity. Preparing yourself will help you to identify what volunteer opportunities may work for you, how your skills and knowledge may benefit an organization or community and will start you off on a positive note with the organization or community that you will be approaching. And, be sure to refer a friend to double your impact!

Groups, Organizations and Businesses as Allies

In addition to individual actions, it is important that community groups, organizations, and businesses contribute to reconciliation and become great allies to Indigenous people. Allyship actions can help to empower and build trust with Indigenous communities and individuals and make your group, organization, or business more welcoming to Indigenous people.

All groups, organizations, and businesses can do the following:

- (Co)host workshops, activities, and presentations by people from the local First Nations Band(s) as well as those from other Indigenous Nations on a diverse range of subjects.
- Provide meeting and activity rooms for little or no cost for meetings, language and culture classes, and other activities.
- Engage and hire local Indigenous Elders and Knowledge Keepers to educate your board, committees, and staff.
- Co-host National Indigenous Peoples Day, National Indigenous History Month, and other events with Indigenous organizations and local First Nations Band(s).
- Erect a large sign in plain sight at main entrance(s) acknowledging the local Indigenous Nation(s) territory. The signs should be in a form that the local First Nations Band(s) agree to and include historic and current presence, traditional names, and Indigenous Knowledge.

- Show year-round support, understanding, and solidarity by posting, erecting, or hanging images, items and messages important to Indigenous peoples such as information and items related to 'Every Child Matters', 'Red Dress', and National Indigenous History Month.
- Ensure there is Indigenous art, stories, and histories in high traffic areas so that everyone can learn about and appreciate Indigenous history, culture, and art. This will also help to create a sense of belonging for Indigenous people who access your site.
- Hire Indigenous artists from local Indigenous Nations to create art to place within and outside your spaces.
- Quickly and fairly address any anti-Indigenous racism and bullying.
- Be aware of, and help stop, the appropriation of Indigenous culture, art, songs, and identities.
- Invite and pay local Indigenous Elders and Knowledge Keepers to open events and meetings.
- Create and use a well thought out and meaningful land acknowledgment.
- Develop and implement an Indigenous engagement strategy in partnership with Indigenous people.
- Hire Indigenous people with lived experience and connections to and from local Indigenous organizations and First Nations Band(s).

Libraries

- Ensure you have diverse and up to date books, videos, newspapers, newsletters, zines, and other materials about or written by local Indigenous people as well as those from other Indigenous Nations.
- Host local Indigenous authors as well as those from other Indigenous Nations.
- Indigenous-focused genealogy resources, workshops, and assistance.
- Computer literacy assistance, especially for Indigenous Elders and others who may not have learned these skills yet.
- Host an Indigenous youth focus group to ask them what they want to see in a library.
- Use Indigenous-focused classification systems that help to better categorize and highlight Indigenous-focused resources. One example is the Brian Deer Classification system.
- Bring books to under-served Indigenous urban and rural communities through book busses or other means.
- Reach out to Indigenous communities, with or without libraries, to see identify what types of books they would take as donations to fill out their community, school, or little library.

Community Centres, Neighbourhood Houses, and Schools

- Ensure that you are engaging Indigenous people to attend your sites, help develop and run programming, fill jobs and volunteer roles, and serve on committees and boards.
- Provide gymnasiums and large activity rooms for little or no cost for traditional dance groups to practice, large meetings, and other large activities and events.
- Engage and hire local Indigenous artists to do community arts projects.

Parks & Recreation

- Engage local Elders and Knowledge Keepers to lead tours from an Indigenous perspective.
- Work with local First Nations Band(s) to identify Indigenous names to (re)name hatcheries, buildings, or other public amenities and geographical sites such as trails, mountains, waterways, and forests.
- Offer grants or honoraria for Indigenous involvement in helping to develop or revitalize trails and other public spaces.
- Engage and hire local Indigenous artists to do community arts projects.
- National Indigenous Peoples Day and National Indigenous History Month: host free community events in partnership with local First Nations organizations and communities. Have information tables and posters at key access points year-round if possible.
- Outreach to local organizations and First Nations Band(s) to raise awareness of the sites and opportunities in your jurisdiction.

Businesses

- Meeting and activity room space that help form business, funding, and endorsement partnerships and alliances.
- Support and partner with the local First Nations Band(s), organizations, and entrepreneurs to develop, promote, sell, or share authentic and culturally appropriate products and experiences.
- Sponsor or co-sponsor Indigenous business or community events.

Where do we go from here?

The lists offered here are a short list of possibilities to start from; we are only limited by our own imagination. We can learn and do more by seeking out and incorporating input from Indigenous individuals, organizations, and communities. We can learn much more about how to contribute to reconciliation and Indigenous communities by seeking out the many Indigenous individuals, groups, organizations, and Nations who are actively creating content for websites, podcasts, news media, and many social media streams.

Read First Nations 101, 2nd edition (2022) for more ideas and ways that we can all work together to help foster true reconciliation between Indigenous and non-Indigenous people. The Way Forward: Paddling Together chapter has many specific things that individuals and all levels of government must do in order to contribute to reconciliation.

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