

Indigenous Cultural Understandings in K-12 Public Schools

EFMA Facilities Leadership Program

Module 4: First Nations, Métis, & Inuit Peoples

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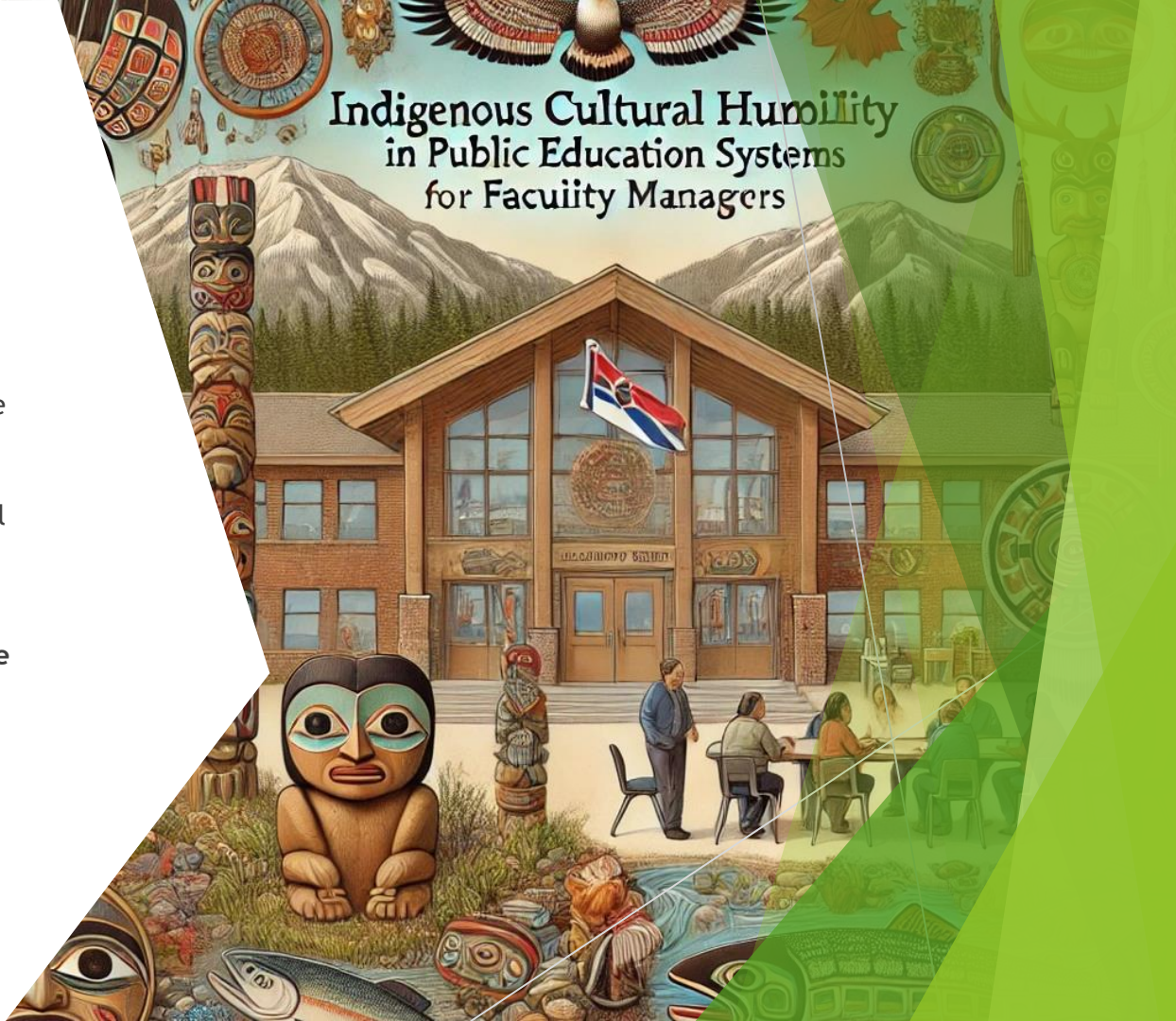
Land & Territory Acknowledgement

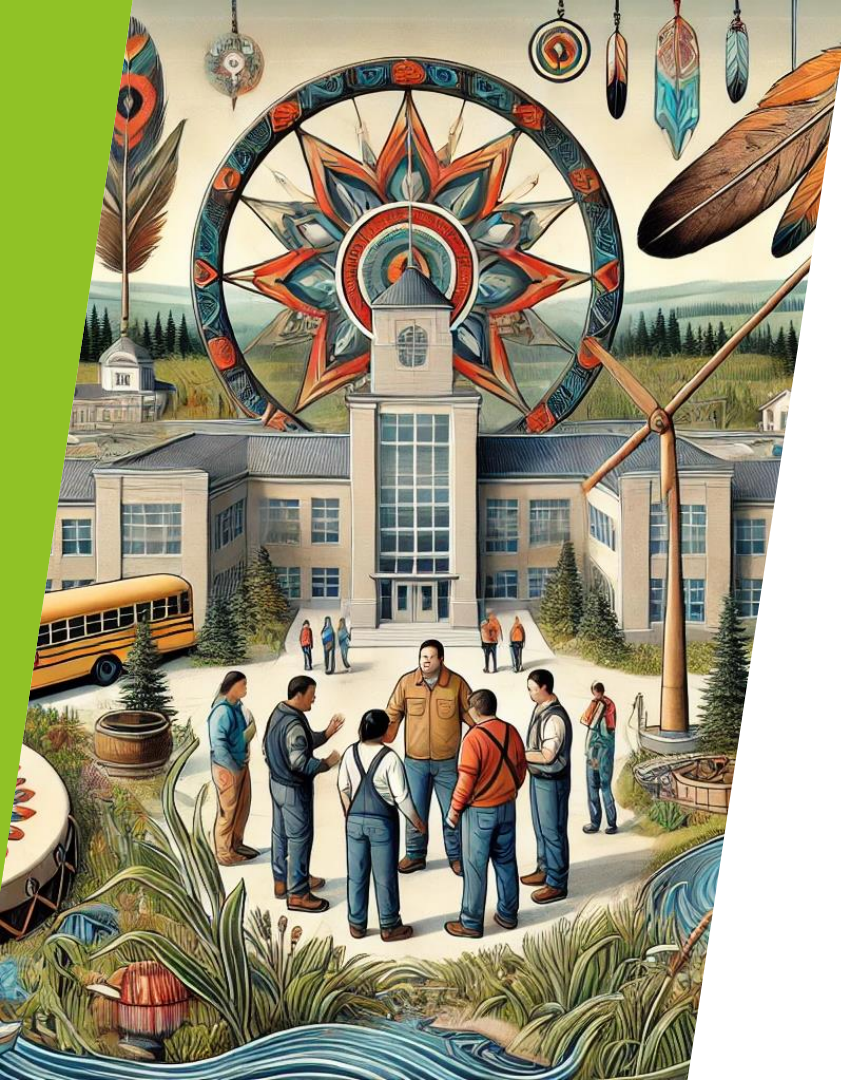
I would like to acknowledge that we are gathering today on the traditional, ancestral, and unceded territories of the scəwáθən (Tsawwassen), x^wməθk^wəyəm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to meet here today.

Welcome and Introduction

- ▶ **Session Overview:** This training introduces Indigenous Cultural Humility, emphasizing its significance in K-12 Facilities Managers roles.
- ▶ **Cultural Humility Defined:** Cultural humility emphasizes ongoing personal reflection and learning, distinct from merely achieving cultural competence.
- ▶ **Relevance to Facility & Maintenance Workers:** Understanding cultural humility enhances facilities and maintenance practices, fostering respectful interactions with diverse Indigenous communities.

Indigenous Cultural Humility in Public Education Systems for Faculty Managers

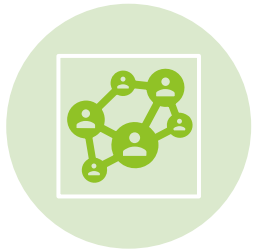




Importance of Cultural Humility in the School System

- ▶ **Building Trust:** Cultural humility cultivates trust between the organization, students, and community which is crucial for effective learning and engagement.
- ▶ **Encouraging Participation:** Embracing cultural humility empowers students, families and communities to engage, enriching school and districts relationships and positive learning culture.
- ▶ **Promoting Equity:** Inclusive educational environments foster equity, ensuring that diverse backgrounds are recognized and valued appropriately.

Beyond Cultural Competence



UNDERSTANDING CULTURAL HUMILITY: CULTURAL HUMILITY IS AN APPROACH EMPHASIZING SELF-REFLECTION AND RECOGNITION OF ONE'S OWN BIASES CONTINUOUSLY.



ONGOING LEARNING: DIFFERENTIATED FROM CULTURAL COMPETENCE, CULTURAL HUMILITY ADVOCATES FOR CONTINUOUS LEARNING ABOUT DIVERSE COMMUNITIES.



SELF-REFLECTION IMPORTANCE: SELF-REFLECTION IN CULTURAL HUMILITY ALLOWS INDIVIDUALS TO RECOGNIZE PERSONAL BIASES FOR IMPROVED INTERACTIONS.

Understanding Key Terminology

Definitions of Key Terms: Indigenous refers to original inhabitants; First Nations, Métis, and Inuit are distinct cultural groups.

Promoting Respectful Language: Using correct terminology fosters respect and understanding, acknowledging the unique identities of Indigenous peoples.

Contextual Importance: Correct identification enhances relationships with Indigenous communities, showing commitment to cultural validation and appreciation.

Distinctions-based approach: Ensures that policies, programs, and practices are tailored to the unique rights, cultures, and needs of local First Nations, Métis, and Inuit peoples. This approach promotes meaningful, community-specific engagement and culturally responsive education.



Cultural Humility vs. Cultural Competence

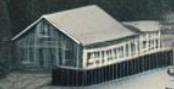
- ▶ **Continuous Learning:** Cultural humility involves an ongoing commitment to learning from diverse Indigenous perspectives and experiences.
- ▶ **Respecting Perspectives:** Unlike cultural competence, cultural humility requires active listening and integrating Indigenous viewpoints into practices.
- ▶ **Dynamic Relationship:** Cultural humility fosters a dynamic relationship with Indigenous communities, contrasting with static cultural competence approaches.

BC Local Education Agreements (LEAs) Overview

- ▶ **Local Education Agreements Defined:** These agreements formalize partnerships between schools and Indigenous communities to enhance educational relevance.
- ▶ **Purpose of Agreements:** They aim to increase collaboration, ensuring that educational practices respect Indigenous cultures and interests.
- ▶ **Significance of Relationships:** Establishing strong relationships fosters trust, mutual respect, and culturally responsive educational environments for students.

LOCAL EDUCATION AGREEMENTS

WETWOL BOARDS OF EDUCATION



LEA Key Components

Key Components of BC LEAs: BC LEAs encompass partnerships, shared responsibilities, and community input vital for effective school operations.



Operational Implications: Employing LEAs necessitates integration of Indigenous perspectives in maintenance roles to ensure culturally-sensitive practices.

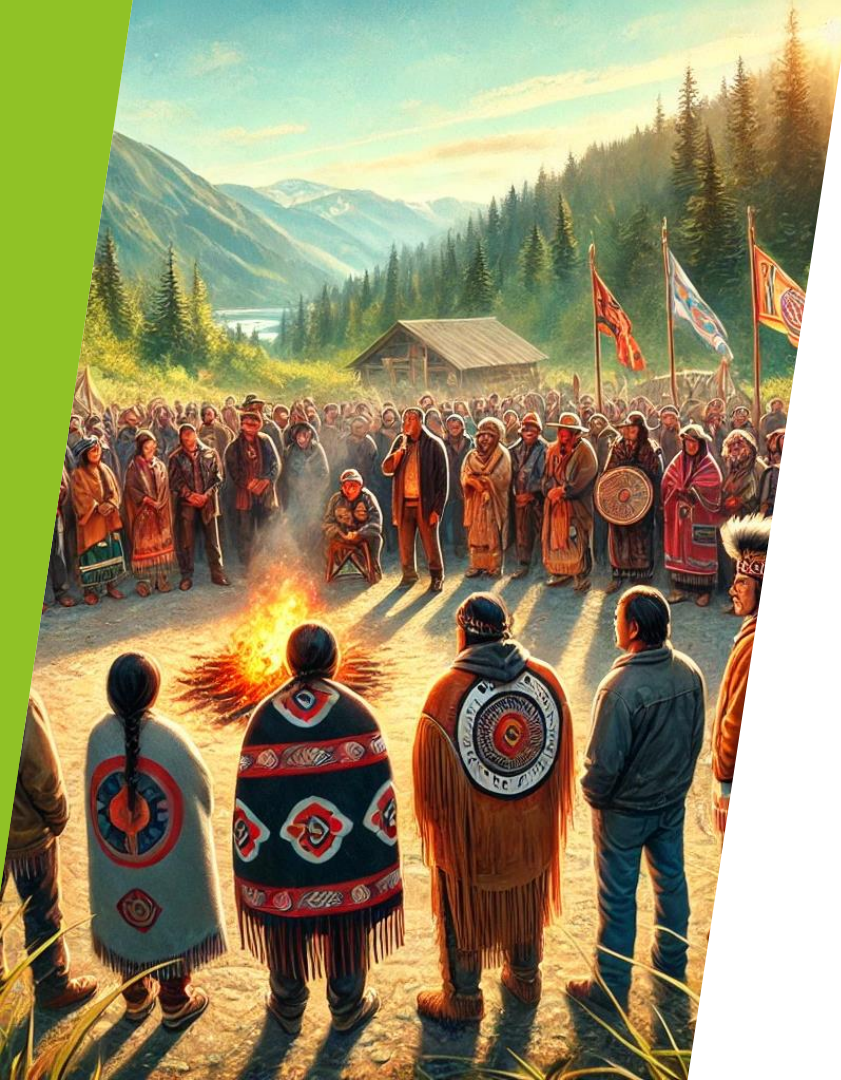


Impact on Maintenance Roles: Understanding LEAs helps maintenance workers promote inclusivity, aligning operational directives with Indigenous cultural priorities.



Understanding Community Needs

- ▶ **Recognizing Specific Needs:** Understanding Indigenous community needs enables maintenance workers to effectively address culturally significant areas.
- ▶ **Practical Examples in Maintenance:** Incorporating Indigenous cultural practices into maintenance tasks fosters respect and acknowledgment of diverse values.
- ▶ **Enhancing Educational Spaces:** Culturally responsive maintenance promotes inclusive environments, reflecting indigenous perspectives in physical educational settings.



Respecting Indigenous Protocols

- ▶ **Local Indigenous Protocols**
Overview: Understanding local Indigenous protocols empowers maintenance staff to respect cultural practices and community traditions.
- ▶ **Roles of Maintenance Staff:**
Maintenance personnel act as community liaisons, reinforcing standards that honor Indigenous values and customs daily.
- ▶ **Importance of Upholding Standards:**
By adhering to Indigenous protocols, maintenance teams contribute to a safe, respectful, and inclusive educational environment.

Practical Protocol Examples

- ▶ **Smudging Ceremonies:** Smudging ceremonies promote spiritual cleansing, supporting school environments that acknowledge and respect Indigenous traditions.
- ▶ **Land Acknowledgment:** Including land acknowledgment in daily operations affirms respect for Indigenous territories and fosters relational accountability.
- ▶ **Integrating Protocols:** Daily incorporation of Indigenous protocols enhances cultural sensitivity, promoting an inclusive atmosphere within educational facilities.

Scenario-Based Protocol Discussions

- ▶ **Engagement at Cultural Events:** Maintenance staff may participate in events, enhancing relationships and demonstrating respect for Indigenous cultures.
- ▶ **Best Practices for Interaction:** Prioritize active listening, acknowledge cultural significance, and foster open dialogue during community engagements.
- ▶ **Navigating Diverse Settings:** Understanding cultural contexts enables maintenance workers to approach events with sensitivity and informed respect.



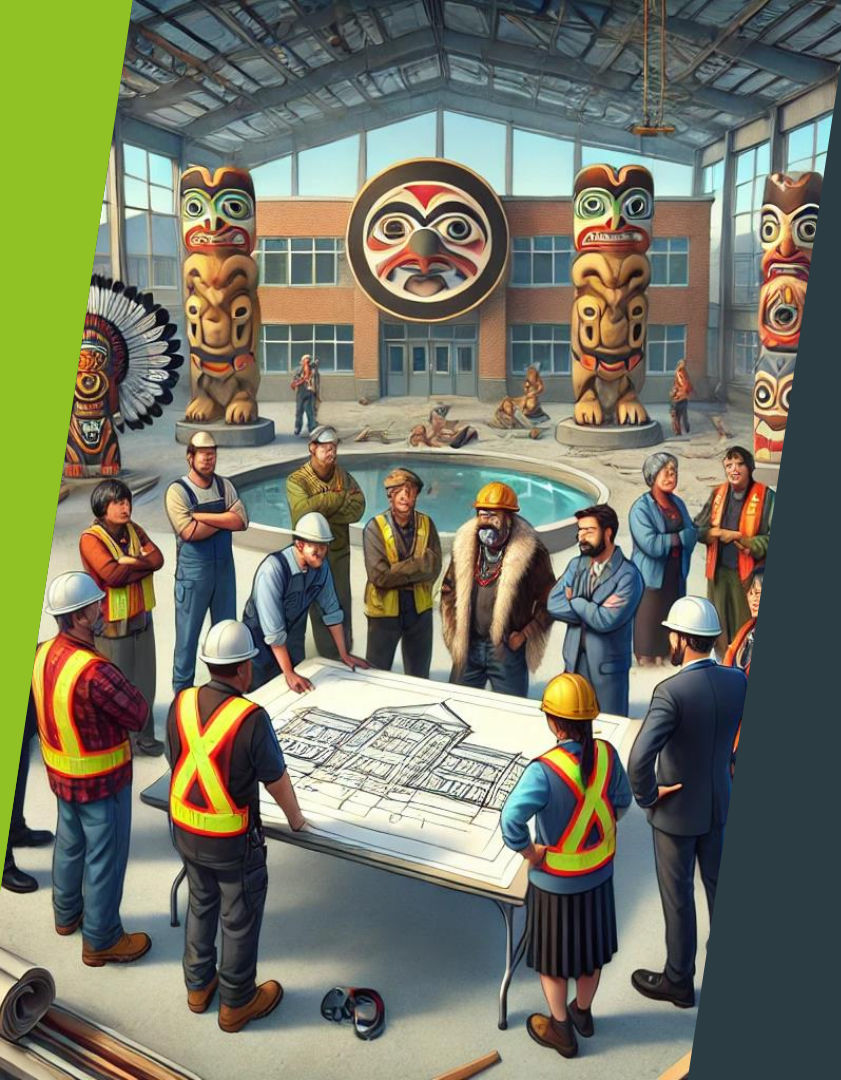
Leading Self: Reflecting on Biases and Assumptions

- ▶ **Encouraging Self-Reflection:**
Promoting self-reflection encourages participants to confront their biases and cultivate awareness in their interactions.
- ▶ **Continuous Learning Mindset:**
Fostering a mindset of continuous learning enhances personal growth and adaptability towards diverse cultural contexts.
- ▶ **Challenging Assumptions:**
Encouraging challenges to assumptions facilitates deeper understanding and respect for diverse Indigenous perspectives.



Leading Teams: Fostering Respectful Practices

- ▶ **Inclusive Maintenance Practices:** Implementing maintenance practices that respect Indigenous values ensures culturally sensitive environments for all stakeholders.
- ▶ **Team Training Initiatives:** Regular training on cultural humility enhances team cohesion and commitment to respectful maintenance protocols.
- ▶ **Feedback Mechanisms:** Establishing feedback channels promotes dialogue, allowing team members to voice concerns and suggest improvements.



Leading Systems: Creating Inclusive School Environments

- ▶ **Manager Advocacy Role:** Managers are pivotal in championing systemic changes for enhanced cultural inclusivity and respect.
- ▶ **Policy Influence:** Effective managers must influence policies, ensuring they incorporate Indigenous protocols within educational environments.
- ▶ **Resource Allocation:** Allocating resources effectively supports initiatives that honor Indigenous practices and promote cultural understanding.

Supporting School-Facility Cultural Inclusivity

- ▶ **Indigenous Art Installations:** Integrating Indigenous art in schools fosters cultural representation and promotes community pride by celebrating heritage.
- ▶ **Nature-Based Learning Spaces:** Creating outdoor learning environments reflects Indigenous ecological knowledge, enhancing student connection to land and culture.
- ▶ **Culturally Relevant Signage:** Implementing bilingual and culturally significant signs supports inclusivity, affirming Indigenous identities within school facilities.

Q&A



Engagement



Clarifications



Contributions

Closing Remarks

- ▶ **Cultural Humility as a Journey:** Recognizing cultural humility as an ongoing journey encourages continuous growth and adaptability in respectful practices.
- ▶ **Shared Responsibility:** Emphasizing personal responsibility in fostering cultural humility cultivates collective accountability within educational environments.
- ▶ **Commitment Beyond Training:** Sustaining commitment to cultural humility transcends training sessions, creating lasting impacts on community relationships.

Outcomes and Takeaways

- ▶ **Key Terminology Mastery:** Familiarity with essential terms empowers maintenance workers to navigate interactions effectively and respectfully.
- ▶ **Leadership in Inclusivity:** Leaders play a crucial role in implementing practices that foster inclusivity, enhancing the educational landscape.
- ▶ **Understanding LEAs' Role:** Recognizing Local Education Agreements is vital for aligning maintenance objectives with Indigenous community needs.