



# The District of Saanich Indigenous Relations Learning Curriculum

We're excited to introduce Saanich's new Indigenous Relations Learning Curriculum for staff!

## Live Classroom Learning

- » **Cultural Competency 101** [Click to learn more](#)  
Learn about Indigenous history and culture, and reflect on myths, stereotypes, and privilege. Sign up to attend in person or virtually.  
**December 4**      2:00-4:00 p.m.  
**January 23**      9:00-11:00 a.m.
- » **Building Local Relationships** [Click to learn more](#)  
Learn about building relationships and reconciliation. Geared towards staff who took the Cultural Competency 101 class previously as well as staff whose work involves dealing with Indigenous communities. Sign up to attend in person or virtually.  
**December 5**      9:00-11:00 a.m.  
**February 6**      2:00-4:00 p.m.
- » **ləkʷəŋən Peoples: History, Philosophy, and the Impacts of Colonization** [Click to learn more](#)  
Classes will cover the origins of the ləkʷəŋən peoples' lands, history and territory, core principles and cultural philosophy, and the effects of interactions between the ləkʷəŋən peoples and settlers. Sign up to attend in person or virtually.  
**November 7**      1:00-2:30 p.m.  
**November 26**      1:00-2:30 p.m.  
**January 21**      1:00-2:30 p.m.

## Self-Paced Learning

- » **Indigenous Canada online training program offered by the University of Alberta** [Click to learn more](#)  
The program explores the different histories and perspectives of Indigenous peoples all around Canada including Indigenous-settler relationships, land claims, environmental impacts, legal systems and rights, political conflicts, Indigenous activism, and contemporary Indigenous life.  
[Click to start now. We will be covering the cost of completion certificates for the first 50 staff.](#)
- » **Book Club: we're reading Saltwater People as told by Dave Elliott Sr.** [Click to learn more](#)  
Click the link above to start reading the book and join us in our discussion sessions to talk about our experiences and perspectives reading the book as well as our learning outcomes. Book Club discussion sessions will be on:  
**November 20**      9:00-10:00 a.m.  
**February 11**      1:00-2:00 p.m.

## Experiential Learning

- » **ləkʷəŋən Territory Tours** [Click to learn more](#)  
Staff will learn about the boundaries of the ləkʷəŋən territory as well as history and Indigenous stories about these lands we are on.  
**October 20**      9:00 a.m.-1:00 p.m.  
**November 6**      9:00 a.m.-1:00 p.m.
- » **Community Lunch Volunteering** [Click to learn more](#)  
Staff will have the opportunity to build relationships with Indigenous people as well as give back to the community.  
**November 8**      11:30 a.m.-1:30 p.m.  
**November 22**      11:30 a.m.-1:30 p.m.  
**December 6**      11:30 a.m.-1:30 p.m.

**Click here to email  
Mais.Hajaij@saanich.ca  
and register**

*Spaces are limited so please RSVP  
as soon as possible.*

[Click to view sessions by date](#)

- » **Drumming Sessions** [Click to learn more](#)  
Staff will have the opportunity to learn about drumming and what it represents to Indigenous people as well as learn and drum Indigenous songs. Sign up to attend in person.  
**November 12**      8:45 a.m.-9:15 a.m.  
**January 14**      8:45 a.m.-9:15 a.m.  
**March 11**      8:45 a.m.-9:15 a.m.  
**April 29**      8:45 a.m.-9:15 a.m.  
**June 10**      8:45 a.m.-9:15 a.m.



# The District of Saanich Indigenous Relations Learning Curriculum

## Sessions by date

Sunday, October 20, 2024	9:00 a.m. – 1:00 p.m.	ləkʷəŋən territory tours
Wednesday, November 6, 2024	9:00 a.m. – 1:00 p.m.	ləkʷəŋən territory tours
Thursday, November 7, 2024	1:00 p.m. – 2:30 p.m.	ləkʷəŋən Peoples live classroom session
Friday, November 8, 2024	11:30 a.m. – 1:30 p.m.	Volunteer at the community lunch
Tuesday, November 12, 2024	8:45 a.m. – 9:15 a.m.	Drumming sessions
Wednesday, November 20, 2024	9:00 a.m. – 10:00 a.m.	Saltwater People Book Club
Friday, November 22, 2024	11:30 a.m. – 1:30 p.m.	Volunteer at the community lunch
Tuesday, November 26, 2024	1:00 p.m. – 2:30 p.m.	ləkʷəŋən Peoples live classroom session
Wednesday, December 4, 2024	2:00 p.m. – 4:00 p.m.	Indigenous Cultural Competency
Thursday, December 5, 2024	9:00 a.m. – 11:00 a.m.	Indigenous Relationship Building
Friday, December 6, 2024	11:30 a.m. – 1:30 p.m.	Volunteer at the community lunch
Tuesday, January 14, 2025	8:45 a.m. – 9:15 a.m.	Drumming sessions
Tuesday, January 21, 2025	1:00 p.m. – 2:30 p.m.	ləkʷəŋən Peoples live classroom session
Thursday, January 23, 2025	9:00 a.m. – 11:00 a.m.	Indigenous Cultural Competency
Thursday, February 6, 2025	2:00 p.m. – 4:00 p.m.	Indigenous Relationship Building
Tuesday, February 11, 2025	1:00 p.m. – 2:00 p.m.	Saltwater People Book Club
Tuesday, March 11, 2025	8:45 a.m. – 9:15 a.m.	Drumming sessions
Tuesday, April 29, 2025	8:45 a.m. – 9:15 a.m.	Drumming sessions
Tuesday, June 10, 2025	8:45 a.m. – 9:15 a.m.	Drumming sessions

[Click to view session descriptions](#)

**Click here to email  
Mais.Hajaij@saanich.ca  
and register**

*Spaces are limited so please RSVP  
as soon as possible.*

# Live Classroom Learning

## Cultural Competency 101

### Purpose

The purpose of this training is to:

- Provide staff with knowledge of Indigenous histories, cultures, rights, and contemporary issues, as well as the impact of colonization and the need for reconciliation.
- Help staff understand Indigenous People's experiences with discrimination and stereotyping and provide them with tools and practices to address stereotypes and myths when heard within their workplace and personal lives.

### Trainers

We are pleased to have [Indigenous Perspectives Society \(IPS\)](#), a local charitable and not-for-profit social enterprise that offers specialized training and consulting services to help foster a deeper understanding of Indigenous perspectives, cultural differences, and the need for self-determination.

### Learning Outcomes

- Develop a clear understanding of residential school history and the continued impacts of colonization.
- Understand the inter-generational impacts from the loss of traditional culture experienced by Indigenous peoples.
- Engage in reflection on how privilege and stereotypes impact work and relationships.
- Identify where decision-making opportunities in the workplace can be affected by assumptions and bias and build ways for addressing stereotypes and myths within our daily lives.

### Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajajj](#) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

## Building Local Relationships

### Purpose

The purpose of this training is to:

- Provide staff with effective communication techniques that enable them to engage thoughtfully with local leaders, stakeholders, and community members as well as practical tools for identifying and fostering collaborative opportunities that promote shared goals and contribute to the long-term well-being of local communities.
- Encourage participants to reflect on their roles in reconciliation and community engagement, promoting meaningful progress toward understanding, allyship, and support for Indigenous communities.

### Trainers

We are pleased to have [Indigenous Perspectives Society \(IPS\)](#), a local charitable and not-for-profit social enterprise that offers specialized training and consulting services to help foster a deeper understanding of Indigenous perspectives, cultural differences, and the need for self-determination.

### Learning Outcomes

- Develop skills for open, respectful, and effective communication, learning how to engage with Indigenous community members in a manner that builds trust and mutual respect.
- Identify how working from a place of sharing values positively influences decision-making and relationship-building.
- Deepen understanding of the importance of Reconciliation Plans, the TRC's Calls To Action, DRIPA and UNDRIP.
- Identify an ally's role and provide actionable ideas for building intercultural relationships.

### Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajaj](#) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

# Lək'wəŋən Peoples: History, Philosophy, and the Impacts of Colonization

## Purpose

The purpose of this training is to:

- Provide staff with knowledge of the origins of the lək'wəŋən peoples' lands and understand traditional territories and the beginning of what is now known as the Songhees Nation.
- Help staff understand the core principles that shape the cultural philosophy of the lək'wəŋən peoples, including their deep connection to land, community, and the natural environment.
- Equip staff with understanding about the effects of interactions between the lək'wəŋən peoples and settlers including the impact of the Indian Act and the devastating effects of alcohol addiction.

## Trainer

We are pleased to have Mark Albany who is from the Songhees Nation. Mark is a social worker, knowledge keeper and educator. For many years, Mark's work has focused on raising awareness of the effects that colonization has had on the lək'wəŋən peoples and their traditional lands.

## Learning Outcomes

- Gain knowledge of the lək'wəŋən peoples' historical presence in the Greater Victoria area, including their relationship with the land, trade networks, and early interactions with European explorers and settlers.
- Understand the foundational values and philosophies of the lək'wəŋən people, including their deep spiritual connection to the land, community-based governance, and cultural practices that emphasize sustainability and reciprocity.
- Learn about the profound and long-lasting effects of colonization on the lək'wəŋən people, including the forced displacement, loss of land, and the imposition of Western education and legal systems.
- Reflect on how individuals and organizations can support Indigenous communities, contribute to reconciliation efforts, and foster respectful relationships with Indigenous peoples, particularly the lək'wəŋən peoples.

## Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajajj](mailto:Mais.Hajajj) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

# Self-Paced Learning

## Indigenous Canada Training by the University of Alberta

### Purpose

The purpose of this training is to:

- Offer an in-depth exploration of the diverse histories and worldviews of Indigenous peoples in Canada, including their cultural traditions, spiritual practices, and relationships to the land.
- Equip participants with the knowledge to engage meaningfully in reconciliation efforts, recognizing the importance of Indigenous rights and the need to address historical injustices.

### Learning Outcomes

- Gain a broad understanding of the diverse histories, traditions, and worldviews of Indigenous peoples in Canada.
- Critically analyze the effects of colonization on Indigenous communities, including policies such as the Indian Act, residential schools, and other colonial practices that continue to shape Indigenous experiences today.
- Learn about the current social, economic, and political challenges faced by Indigenous communities, including issues related to land rights, governance, health, and education.
- Develop greater cultural awareness and sensitivity, learning how to engage respectfully and thoughtfully with Indigenous peoples, cultures, and knowledge systems.
- Become equipped with the knowledge and skills to support meaningful actions toward repairing historical injustices and fostering respectful relationships.

### Certification

While the training program is free of charge, we will be covering the cost of completion certificates for the first 50 staff members. Please email [Mais Hajaj](#) once you've completed the program and want your certificate to be issued.

[Click to view session descriptions](#)

## Book Club: Saltwater People by Dave Elliott Sr.

### Purpose

The purpose of this book club is to:

- Provide an important perspective on the history, culture, and experiences of the Coast Salish peoples.
- Create a forum for open discussions where staff can share their thoughts, reflections, and insights while unpacking the themes and lessons from the book in a safe and supportive environment.

### Learning Outcomes

- Gain a deeper understanding of Indigenous histories, cultures, and traditions, particularly those of the Coast Salish people.
- Understand and reflect on the long-lasting impacts of colonization on Indigenous communities, including social, cultural, and economic challenges.
- Develop greater empathy and respect for Indigenous perspectives and lived experiences.
- Strengthen skills in engaging in respectful and meaningful conversations about complex issues related to Indigenous relations including the ability to listen, share perspectives, and challenge assumptions.

### Location and Registration

Discussion sessions are available virtually via Teams. Please email [Mais Hajaj](mailto:Mais.Hajaj) to sign up. This event is open to all staff members.

[Click to view session descriptions](#)

# Experiential Learning

## lək'wəŋən Territory Tours

### Purpose

The purpose of this tour is to:

- Provide staff with knowledge about the location of the lək'wəŋən peoples' territory and deepen their understanding of the rich history and cultural significance of these lands.
- Offer a unique perspective on life on these lands both before and after colonization, enabling staff to learn directly from local Indigenous voices and histories.

### Tour Guide

We are pleased to have Mark Albany who is from the Songhees Nation. Mark is a social worker, knowledge keeper and educator. For many years, Mark's work has focused on raising awareness of the effects that colonization has had on the lək'wəŋən peoples and their traditional lands.

### Learning Outcomes

- Gain a deeper understanding of the cultural significance of various locations within the lək'wəŋən territory, including their roles in community gatherings, traditional practices, and historical events.
- Learn about the effects of colonization on the lək'wəŋən peoples including changes to their way of life, land use, and cultural practices.
- Develop greater empathy and respect for the challenges faced by Indigenous communities and the importance of their cultural heritage.

### Location and Registration

The tour is held in-person around the lək'wəŋən territory including PKOLS (Mount Douglas Park), Cadboro-Gyro Park, Willows Beach, Beacon Hill Park, Songhees Point, and Craigflower-Kosapsum Park. Please email [Mais Hajaj](mailto:Mais.Hajaj@vcc.ca) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)



# Community Lunch Volunteering

## Purpose

The purpose of this volunteering opportunity is to:

- Create a space for meaningful interactions, relationship-building, and cultural exchange in a welcoming environment.
- Support Indigenous-led efforts to promote wellness and social cohesion within the community, as well as practice active allyship by acknowledging the importance of Indigenous-led spaces and initiatives and offering support in a meaningful way.

## Learning Outcomes

- Develop the ability to communicate respectfully and effectively with individuals from diverse backgrounds, particularly within Indigenous communities.
- Understand the significance of participating in Indigenous-led initiatives as part of the larger reconciliation process, recognizing the value of allyship.
- Feel more connected to the local Indigenous communities and cultures.

## Location and Registration

In-person at the Gym at [Victoria Native Friendship Centre](#) (231 Regina Avenue). Please email [Mais Hajaj](#) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

# Drumming Sessions

## Purpose

The purpose of the drumming session is to:

- Introduce staff to the significance of drumming in Indigenous cultures, exploring its historical and contemporary roles in ceremonies, storytelling, and community bonding.
- Honor and respect Indigenous traditions by participating in a practice that is deeply rooted in cultural heritage, acknowledging the importance of preserving and revitalizing these traditions.

## Learning Outcomes

- Gain insights into the historical and contemporary roles of drumming in Indigenous cultures, including its importance in ceremonies, storytelling, and community gatherings.
- Experience the meditative aspects of drumming, fostering a sense of mindfulness and presence that can contribute to improved mental well-being.
- Cultivate empathy and emotional connection with others, fostering a sense of community and shared experience.
- Deepen appreciation for Indigenous music and cultural practices, recognizing the value of preserving and honoring these traditions.

## Location and Registration

Drumming sessions are held in-person at the Kirby Room on the ground floor at the Police Department. Please email [Mais Hajaj](mailto:Mais.Hajaj) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)