



# KITCHEN TABLE DIALOGUE GUIDE

## For Municipal and First Nations Leadership

### ABOUT THIS GUIDE

#### Kitchen Table Dialogues

A Kitchen Table Dialogue creates the space for constructive conversation on an issue of concern in the comfort of a friend or colleague's home. This do-it-yourself framework allows all Canadians the opportunity to gather their friends, family, neighbours and/or colleagues and join the dialogue on reconciliation and the movement towards a new way forward for all Canadians.

Background Information: We have included a summary of historic and present-day injustices that have occurred, or are currently occurring, in Canada. Including but not limited to: Indian Residential School system and the intergenerational trauma, Chinese Head Tax, and Japanese-Canadian internment (see Appendix 1.3).

### BACKGROUND

#### Who is Reconciliation Canada?

**Our Vision:** A vibrant Canada where all peoples achieve their full potential and shared prosperity.

**Our Purpose:** We are an Aboriginal-led organization that catalyzes meaningful relationships through values-based dialogue, leadership and action.

Born from the vision of Chief Dr. Robert Joseph, Gwawaenuk Elder, Reconciliation Canada is leading the way in engaging Canadians in dialogue and transformative experiences that revitalize the relationships among Aboriginal peoples and all Canadians. Our model for reconciliation engages people in open and honest conversation to understand our diverse histories and experiences. We actively engage multi-faith and multi-cultural communities to explore the meaning of reconciliation.



## Why are you here?

You are here because you and your colleagues acknowledge the need for reconciliation in your community. Whether you represent a Municipality or First Nation, you have the influence to affect change in your community, with and for your community members. This Tool-kit is intended to begin the conversation within your governance or leadership team, and to encourage internal and external reflection on reconciliation.

We believe that this is a starting point to finding a New Way Forward for your community and the neighbouring Municipality or First Nation.

## FOR THE HOST

### Place and time

Make this Tool-kit work for you! As the name suggests, these dialogues are meant to take place in a familiar setting; perhaps more formally as part of a Council meeting, or as a social get together around a colleague's kitchen table. Choose a space that will comfortably fit 8-10 people around a table, or in a circle format. This space should be free of distractions or interruptions for roughly two-hours.

### Place and time

- a.) A copy of the Agenda for each participant (Appendix 1.1)
- b.) A copy of the Facilitator's Guide (Appendix 1.2)
- c.) A copy of Reconciliation Begins with Me for each participant (Appendix 1.4)
- d.) Print out 2-4 Dialogue Guidelines for the table (under the 'For all Participants' section)
- e.) Pens and blank paper for those who want to take notes
- f.) Flip charts and pens (Facilitator's preference)
- g.) Refreshments and Kleenex – make your fellow participants comfortable.

### People

While we encourage all Council members or members of the leadership team to participate, we stress that it is important to invite those who have expressed interest and readiness for reconciliation. Please maintain safety as a top priority.

### Who will facilitate?

Decide this well in advance of the dialogue so that the facilitator has ample time to review the Reconciliation Canada Dialogue Guide (Appendix 1.3) and the Facilitator's Guide (Appendix 1.2).

## FOR ALL PARTICIPANTS

### Dialogue Guidelines

#### Norms for Sharing Circles

- Speak on behalf of yourself only
- If you are not speaking, your job is to listen wholeheartedly
- While recognizing personal traumas, the focus for the circle is on moving reconciliation forward

#### Ideas for Impactful Dialogue

- Listen openly to ideas
- Assume best intentions; clumsy words can be a sign of learning
- Speak briefly and leave time for others
- Don't be afraid to ask for clarity

### Dialogue Preparation

Please read, and encourage your fellow participants to read the Reconciliation Canada Dialogue Guide (see Appendix 1.3) before the Kitchen Table Dialogue.

Review Facilitator's Guide in Appendix 1.2.

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## APPENDIX 1

### 1.1 Kitchen Table Dialogue Agenda

5 min	<p><b>Acknowledgement of Local Traditional Territories</b></p> <p><b>Introduction to Reconciliation Canada</b></p>
10 min	<p><b>Introductions</b></p> <p><i>Name (including traditional name), where you are from, cultural identity/background</i></p>
5 min	<p><b>Language of Reconciliation</b></p> <ul style="list-style-type: none"> <li>Elders Share on the Language of Reconciliation – Video <a href="http://reconciliationcanada.ca/category/video/page/3/">http://reconciliationcanada.ca/category/video/page/3/</a></li> </ul>
25 min	<p><b>Our Shared History</b></p> <ul style="list-style-type: none"> <li><i>What do we know about the history of our neighbouring Municipality or First Nation?</i></li> <li><i>Does that history relate to our own? If so, how and when?</i></li> </ul>
25 min	<p><b>What is reconciliation?</b></p> <ul style="list-style-type: none"> <li><i>What does reconciliation mean to me?</i></li> <li><i>Why is reconciliation meaningful to me?</i></li> </ul>
25 min	<p><b>Creating Sacred Space</b></p> <p><i>What is my story or experience to share?</i></p>
30 min	<p><b>Planning for a Future of Reconciliation?</b></p> <ul style="list-style-type: none"> <li><i>What strengths as a local leader can I bring to reconciliation?</i></li> <li><i>What action towards reconciliation can we take together as influencers in our community?</i></li> </ul>
10 min	<p><b>Closing: What will I take away from the dialogue today?</b></p> <p><i>Suggested Take-away: Reconciliation Begins with Me</i></p>

## 1.2 Facilitator's Guide

<p><b>5 min</b> Following the Acknowledgement of Territories.</p> <p>Please find the introduction to Reconciliation Canada in the Reconciliation Canada Dialogue Guide (Appendix 1.3)</p> <p>Finally, please review the Dialogue Guidelines. Ask the group if they would like to add anything.</p>	<p><b>Acknowledgement of Local Traditional Territories</b></p> <p><b>Introduction to Reconciliation Canada</b></p>
<p><b>10 min</b> You may know one another well, but please follow this introduction exercise. It is very impactful!</p> <p>Going around the circle, please take 30 - 60 seconds and introduce yourself in the following way:</p>	<p><b>Introductions</b></p> <p><i>Name (including traditional name), where you are from, cultural identity/background</i></p>
<p><b>5 min</b> We always look to our Elders to guide our way forward:</p> <p><i>To start this dialogue in a good way, we will turn to a group of Elders representing Aboriginal and other ancient histories who speak to the language of reconciliation.</i></p>	<p><b>Language of Reconciliation</b></p> <p><i>Elders Share on the Language of Reconciliation - Video</i></p> <p><a href="http://reconciliationcanada.ca/category/video/page/3/">http://reconciliationcanada.ca/category/video/page/3/</a></p>

<p><b>25 min</b> This is often a humbling exercise to highlight how much, or how little we know about our neighbour.</p> <p>You may host these questions in the dialogue circle, casually. Or, may we suggest that you encourage participants, using sticky-notes create an interactive time line of their understanding of history on the wall.</p>	<p><b>Our Shared History</b></p> <ul style="list-style-type: none"> <li>• <i>What do we know about the history of our neighbouring Municipality or First Nation?</i></li> <li>• <i>Does that history relate to our own? If so, how and when?</i></li> </ul>
<p><b>25 min</b> Reiterate that the 'Norms for Sharing Circles' are very important in this section to allow for personal and group safety. Emphasize that when one is not speaking, their job is to listen wholeheartedly.</p> <p>Starting with the first question, ask one attendee to start, and continue on around the circle in order.</p>	<p><b>What is reconciliation?</b></p> <ul style="list-style-type: none"> <li>• <i>What does reconciliation mean to me?</i></li> <li>• <i>Why is reconciliation meaningful to me?</i></li> </ul>
<p><b>25 min</b> Having set the expectations just previously, maintain this environment:</p> <p>This is an opportunity for you to share, without questions or comments from others. Answer this question from your heart – ask yourself, how do I show up today, what is my truth today?</p>	<p><b>Creating Sacred Space</b> <i>What is my story or experience to share?</i></p>

<p><b>30 min</b> Encourage attendees to share the space and time equally, answering the following questions.</p> <p>Facilitator should take notes in this section.</p>	<p><b>Planning for a Future of Reconciliation?</b></p> <ul style="list-style-type: none"> <li>• <i>What strengths as a local leader can I bring to reconciliation?</i></li> <li>• <i>What action towards reconciliation can we take together as influencers in our community?</i></li> </ul>
<p><b>10 min</b> Close the circle in a good way, however you define that. Allow each attendee a minute or so to answer the question.</p> <p>Thank all participants and suggest the next step of private personal work with the Reconciliation Begins with Me activity (Appendix 1.4). Make copies available for take away.</p>	<p><b>Closing: What will I take away from the dialogue today?</b></p> <p><i>Suggested Take-away: Reconciliation Begins with Me</i></p>

## Environment

- Create an environment that is safe, welcoming, accepting and forgiving; ask participants to help you design and maintain this space.
- Remind participants to be mindful of shared space and time; all participants must have equal opportunity to contribute.
- Prompt those who are hesitant, and politely remind those who over-speak to be mindful of their group members.

## 1.3 Reconciliation Canada Dialogue Guide

The Reconciliation Canada Dialogue Guide is typically used for official Reconciliation Dialogue Workshops and is intended only to be a reference source for this Community Action Toolkit.

To download, visit the following link:

**[www.reconciliationcanada.ca/dialogue-workshop-guide](http://www.reconciliationcanada.ca/dialogue-workshop-guide)**

## 1.4 Reconciliation Begins with Me - Activity



Used within many Aboriginal peoples across North America, the medicine wheel is a holistic way of exploring one's own well-being.

If we see ourselves as the entire wheel, we notice there are several small pieces that make the whole. We need to nurture each piece to its fullest potential in order for the wheel to be in balance. If one piece is not tended to, the others suffer from over compensating for the lack of strength in the un-nurtured piece, causing the nurtured pieces to then become stressed and disproportionate to the whole.

At this time, through the lens of reconciliation, you are invited to search within your own life, your own medicine wheel, to see what parts of your being are nurtured and what parts need nurturing.