



# KITCHEN TABLE GUIDE FOR RECONCILIATION DIALOGUE

For Individuals, Communities and Organizations

## KITCHEN TABLE GUIDE FOR RECONCILIATION DIALOGUE

A Kitchen Table Dialogue creates space for constructive conversation on an issue of concern in the comfort of a community or cultural space, or colleague's home. This do-it-yourself framework allows Indigenous peoples and 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 peoples in Canada.

### 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 Indigenous-led organization that catalyzes meaningful relationships through values-based dialogue, leadership and action.

#### Reconciliation Canada's Approach to Reconciliation

Our goal and approach to reconciliation is to shed light on our shared Canadian history of the Indian Residential School system and the multi-generational impacts left behind. In addition, in order to highlight the diversity and resiliency of Canadian people, we believe it is important to acknowledge other historical injustices that have occurred in Canada. Our goal here is not to compare one injustice to another, but instead to learn from each affected community and their path towards reconciliation.

## FOR THE HOST

### Place and time

Make this work for you! As the name suggests, these dialogues are meant to take place in a casual, comfortable and culturally inclusive environment such as a home or community space. If working with colleagues, we encourage you to host this dialogue outside of the office environment in order to create a sense of ease and comfort for the participants. Try to choose a space that will comfortably fit 6-8 people around a table, or in a circle format. This space should be free of distractions or interruptions for approximately 3 hours.

### Your Role

You are here because you are interested in finding your role in reconciliation, and we applaud and thank you for your courage! We are counting on you to start the conversation within your circles, to encourage openness and renewed relationships and most importantly, simply to invite your community to take part in this movement and to find a new way forward for all peoples in Canada.

### Participants

Invite those who have expressed interest in reconciliation, an openness to communicate and a willingness to hear and consider diverse or opposing views.

If appropriate, we encourage you to invite a diverse group, keeping safety for all as a top priority: different age groups, cultural backgrounds and/ or professional backgrounds. Ensure that if any Indian Residential School (IRS) Survivors or intergenerational Survivors are present, and are willing to share their experience and story, that every safety precaution is taken to ensure their wellbeing.

### Facilitation

Will you facilitate the dialogue, or will you ask a friend or colleague who is keen and has facilitation experience? Decide this well in advance of the dialogue so that the facilitator has ample time to review the dialogue format and discussion questions.

Facilitator reminders: participants are to be mindful of shared space and time, all participants must have equal opportunity to contribute and, prompt those who are hesitant, and politely remind those who over-speak to be mindful of their group members.

*Dialogue Facilitator should review Facilitation Guidelines (Appendix 1.2) before the Kitchen Table Dialogue.*

## FOR THE HOST (CONTINUED)

### Health and Safety

It is very important that as the host, you understand the importance of safe, welcoming and accepting space, not only physical space but also emotional and mental. Recognize that wellness is a critical and integral part of a reconciliation journey. Invite participants to help you design and maintain this space, and encourage participants to practice self-care and use any resources available to them to help them along the journey.

Understand that some participants may need to excuse themselves temporarily or permanently from the dialogue due to the highly sensitive and for some, deeply personal nature of the history of IRS system and intergenerational trauma.

### Materials

- a.) A copy of the Kitchen Table Dialogue Agenda for each participant (Appendix 1.1)
- b.) A copy of the Facilitation Guidelines (Appendix 1.2)
- c.) Circulate an electronic version of the Reconciliation Dialogue Workshop Guide one week in advance of your dialogue (Appendix 1.3)
- d.) A copy of Back Pocket Reconciliation Action Plan for each participant (Appendix 1.4)
- e.) A copy of Reconciliation Begins with Me for each participant (Appendix 1.5)
- f.) Print out 2-4 copies of Dialogue Guidelines for the table (under the 'For all Participants' section)
- g.) Refreshments (coffee/tea and water) or a meal and Kleenex – make your fellow participants comfortable

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## 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
- Every participant is invited to take care of their own needs (bathroom break, personal time away from the circle)
- Being in a circle allows us to co-create safety for ourselves and one another
- While recognizing personal traumas, the focus for the circle is to increase greater understanding of the need for reconciliation

Ideas for Impactful Dialogue

- Listen openly to ideas; be curious and listen to understand
- Assume best intentions; clumsy words can be a sign of learning
- Speak honestly and leave time for silence, emotion and vulnerability
- Remember that everyone has a responsibility to make space for all voices to be heard

### Dialogue Preparation

In preparation, please read and encourage your fellow participants to read the Reconciliation Dialogue Workshop Guide (see Appendix 1.3), including the additional resources provided:

- Truth and Reconciliation Commission of Canada 94 Calls to Action
- United Nations Declaration on the Rights of Indigenous Peoples
- First Peoples: A Guide for Newcomers

# APPENDICIES

## 1.1 Kitchen Table Dialogue Agenda

5 min	<b>Welcome and Introduction to Reconciliation Canada</b>
10 min	<b>Introductions</b> <i>Name (including traditional name) and answer: where are your ancestors from, and what is your cultural identity/background?</i>
5 min	<b>Language of Reconciliation</b> Language of Reconciliation Video*
25 min	<b>What is Reconciliation?</b> <i>What does reconciliation mean to me?</i> <i>Why is reconciliation meaningful to me?</i>
25 min	<b>Creating Sacred Space</b> <i>How have I experienced reconciliation?</i>
30 min	<b>Planning for a Future of Reconciliation</b> <i>Ideally, what does reconciliation look and feel like in our community?</i> <i>What opportunities for renewed cross-cultural relationships and community connections already exist?</i>
30 min	<b>My Role in Reconciliation and Back Pocket Action Plans</b> <i>What are the unique strengths and gifts that I bring to reconciliation?</i> <i>What are the strengths and opportunities for action that we as a group bring to reconciliation?</i> Back Pocket Action Plans
10 min	<b>Closing Circle</b> What will I take away from the dialogue today?

\* Videos found here:  
[www.reconciliationcanada.ca/elders-statement](http://www.reconciliationcanada.ca/elders-statement)

## 1.2 Facilitation Guidelines

### Facilitation Tools

- If respectful and appropriate, begin with and close with a blessing, prayer, or ceremony for cleansing, grounding and concluding the session
- Allow small groups to self-facilitate; allow natural roles to emerge
- Large group: Listen, encourage and help focus the conversation
- Try to avoid adding content or conveying any judgment on the content provided by participants
- Avoid misinterpretation by asking for clarification and using the speakers' own words and phrases as much as possible when paraphrasing or summarizing (when you use your own language to confirm, you risk misinterpreting what has been said).
- Ensure safe space is maintained and participants feel supported

<p>5 min</p> <p>Following the Acknowledgement of Traditional Territories on which you live and work.</p> <p>Please find the introduction to Reconciliation Canada in the Reconciliation Canada Dialogue Guide (Appendix 1.3).</p> <p>Review the Dialogue Guidelines. Ask the group if they would like to add anything.</p>	<p><b>Welcome</b></p> <p>Acknowledgement of Traditional Territories</p> <p>Introduction to Reconciliation Canada</p>
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## 1.2 Facilitation Guidelines (Continued)

<p>15 min</p> <p>You may know one another well, but please follow this introduction exercise. It is very impactful!</p> <p>Going around the circle, please take 60 seconds and introduce yourself in the following way:</p>	<p><b>Introductions</b></p> <p><i>Name (including traditional name) and answer: where are your ancestors from, and what is your cultural identity/background?</i></p>
<p>5 min</p> <p>We always look to our Elders to guide our way forward:</p> <p>To start this dialogue in a good way, we will turn to a group of Elders representing Indigenous and other ancient histories who speak to the language of reconciliation.</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/elders-statement/">http://reconciliationcanada.ca/elders-statement/</a></p>
<p>25 min</p> <p>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 – not to comment or anticipate their response.</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>

## 1.2 Facilitation Guidelines (Continued)

<p>25 min</p> <p>Respecting the same approach to the sharing circle as above, encourage participants to share the space and time equally, answering the following question.</p> <p>Encourage participants to think about their story or experience of reconciliation, in the context of, between Indigenous peoples and all Canadians.</p>	<p><b>Creating Sacred Space</b></p> <p><i>How have I experienced reconciliation?</i></p>
<p>30 min</p> <p>Encourage attendees to share the space and time equally, answering the following questions. However, feel free to break from the sharing circle format, and encourage ‘popcorn’ participation.</p> <p>a.) Ask participants to entertain a ‘blue-sky’ or ‘ideal’ perspective when visioning for reconciliation. This allows them to vision on a large-scale before moving towards more tangible action.</p> <p>b.) Encourage participants to take stock of what already exists to enable cross-cultural relationships and reconciliation.</p> <p>Facilitator should take notes in this section.</p>	<p><b>Planning for a Future of Reconciliation</b></p> <p>a.) <i>Ideally, what does reconciliation look like in our community?</i></p> <p>b.) <i>What opportunities for renewed cross-cultural relationships and community connections already exist?</i></p>

## 1.2 Facilitation Guidelines (Continued)

30 min

Encourage attendees to share the space and time equally, answering the following questions. However, feel free to break from the sharing circle format, and encourage 'popcorn' participation.

For 15 minutes, have participants explore their own unique strengths, and then strengths and opportunities of Vancouver Foundation in reconciliation.

With these strengths and opportunities in mind, for the next 5-10 minutes, introduce the Back Pocket Reconciliation Action Plan template (Appendix 1.4), and invite all participants to reflect on and commit to one reconciliation action that they can take away, and reflect on daily. Encourage participate reconciliation action at both the individual and collective level.

For the remaining 5-10 minutes have participants share their commitment to action.

### **My Role in Reconciliation**

- a.) *What are the unique strengths and gifts that I bring to reconciliation?*
- b.) *What are the strengths and opportunities for action that we as a group bring to reconciliation?*

### **Back Pocket Reconciliation Action Plans**

*Share one action that you can commit to and reflect on daily.*

## 1.2 Facilitation Guidelines (Continued)

<p>10 min</p> <p>Close the circle in a good way, however you define that. Allow each attendee a minute or so to answer the question.</p> <p>Let participants know that you will share the notes that you captured.</p> <p>Thank all participants and suggest the next step of personal work with the Reconciliation Begins with Me activity (Appendix 1.5). Make copies available for take away.</p>	<p><b>Closing</b></p> <p><i>What will I take away from the dialogue today?</i></p> <p><i>Suggested Take-away:</i> <i>Reconciliation Begins with Me</i></p>
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### 1.3 Reconciliation Dialogue Workshop Guide

The Reconciliation Dialogue Workshop Guide is typically used for official Reconciliation Dialogue Workshops and is intended only to be a reference source for this Kitchen Table Dialogue Guide.

To download, visit the following link:

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

## 1.4 Back Pocket Reconciliation Action Plan



“*Reconciliation begins with you. Create and grow a way of life for yourself and others, starting today.*”

**Chief Dr. Robert Joseph**



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## 1.5 Reconciliation Begins With Me - Activity

### Circle of Balance



If we see ourselves as the entire circle, we notice there are several small pieces that make up the whole. We need to nurture each piece to its fullest potential in order for the circle 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.

Through the lens of reconciliation, we encourage you to search within your own life to see what parts of your being, your circle of balance, are nurtured and what parts are in need of nurturing.