



KITCHEN TABLE DIALOGUE GUIDE

FOR MUNICIPAL LEADERSHIP

ABOUT THIS GUIDE

Kitchen Table Dialogues

A Kitchen Table Dialogue creates space for a constructive conversation on reconciliation. This do-it-yourself framework allows Canadians the opportunity to gather their colleagues and community leaders to join the dialogue on reconciliation and contribute to the movement, helping us to create a new way forward for all Canadians.

Historical Context: We have included a summary of historic and present-day injustices that have occurred or are currently occurring in Canada with the intention of developing a shared understanding of our history. (Please 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 Indigenous-led organization that catalyzes meaningful relationships through values-based dialogue, leadership, and action.

Reconciliation Canada is leading the way in engaging Canadians in dialogue and transformative experiences that revitalize the relationships between Indigenous peoples and all Canadians. Our model of reconciliation engages people in open and honest dialogue to understand our diverse histories and experiences. We actively engage multi-faith and multi-cultural communities to deepen our exploration of the meaning of reconciliation.

KITCHEN TABLE DIALOGUE GUIDE

Why utilize the Kitchen Table Dialogue Guide for Municipal leaders?

You are here because you and your colleagues acknowledge the need for reconciliation in your organization, and community. As a representative for a municipality, you have the influence to affect change in your community. This tool-kit is intended to begin the conversation with your governance and/or leadership team.

We encourage thoughtful participation and allowing additional time for internal and external reflections on reconciliation. We believe that this is a starting point to finding a New Way Forward for your community.

FOR THE HOST

Place and time

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 comfortably fits your participants (we recommend 8-12) around a table or in a large circle. This space will need to be free of distractions and interruptions for approximately two hours.

Participants

We encourage council members to open the event to any staff that are interested and ready to participate in reconciliation.

Choosing the facilitator

The facilitator should be chosen a minimum of a week before the event so that the facilitator has ample time to review the Reconciliation Canada Dialogue Guide (Appendix 1.3) and the facilitator guide (Appendix 1.2)

FOR ALL PARTICIPANTS

Dialogue Guidelines:

Norms for sharing circles

- Speak on behalf of yourself only
- It is your job to listen wholeheartedly while you are not speaking
- The focus of the circle is on moving reconciliation forward, we recognize personal traumas may come up, but they should not become the focus of this dialogue

Ideas for impactful dialogue

- Assume best intentions; clumsy words are a sign of learning
- Speak briefly to leave time for others to share
- Ask for clarity when needed

KITCHEN TABLE DIALOGUE GUIDE

Creating and maintaining safe space

- Remind participants to be mindful of shared space and time; all participants must have an equal opportunity to contribute
- Prompt those that are hesitant to share, and politely remind those who over-speak to be mindful of their group members
- Ask participants to help you create and maintain a safe space – this is a joint effort and requires the focus and support of all attendees

Dialogue Preparation

Please read and encourage your fellow participants to read the Reconciliation Dialogue Guide (Appendix 1.3) before utilizing this guide.

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APPENDIX 1

1.1 Kitchen Table Dialogue Agenda

5 min	<p>Acknowledgement of Local Traditional Territories</p> <p>Introduction to Reconciliation Canada</p>
10 min	<p>Introductions</p> <p><i>Name (including traditional name), where you are from, cultural identity/ background</i></p>
5 min	<p>Language of Reconciliation</p> <p>Elders Share on the Language of Reconciliation – Video http://reconciliationcanada.ca/category/video/page/3/</p>
25 min	<p>Our Shared History</p> <ul style="list-style-type: none"> • <i>What do we know about the history of our neighbouring First Nations?</i> • <i>Where does our knowledge about Indigenous people come from?</i> • <i>What is our history here? How does it relate to the Indigenous experience and history?</i>
25 min	<p>What is reconciliation?</p> <ul style="list-style-type: none"> • <i>What does reconciliation mean to me?</i> • <i>Why is reconciliation meaningful to me?</i>
25 min	<p>Creating Sacred Space</p> <ul style="list-style-type: none"> • <i>What is my story or experience to share?</i> • <i>Why is reconciliation relevant to our municipality?</i>
30 min	<p>Planning for a Future of Reconciliation?</p> <ul style="list-style-type: none"> • <i>What strengths as a local leader can I bring to reconciliation?</i> • <i>What actions toward reconciliation can we make together as leaders in our community?</i>
10 min	<p>Closing: What will I take away from the dialogue today?</p> <p><i>Suggested takeaway: Back pocket action plan</i></p>

1.2 Facilitator's Guide

<p>5 min 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>Acknowledgement of Local Traditional Territories</p> <p>Introduction to Reconciliation Canada</p>
<p>10 min 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>Introductions <i>Name (including traditional name), where you are from, cultural identity/background</i></p>
<p>5 min 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>Language of Reconciliation</p> <p><i>Elders Share on the Language of Reconciliation - Video</i></p> <p>http://reconciliationcanada.ca/category/video/page/3/</p>

KITCHEN TABLE DIALOGUE GUIDE

<p>25 min</p> <p>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>Our Shared History</p> <ul style="list-style-type: none">• <i>What do we know about the history of our neighbouring First Nations?</i>• <i>Where does our knowledge about Indigenous people come from?</i>• <i>What is our history here? How does it relate to the Indigenous experience and history?</i>
<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.</p> <p>Starting with the first question, ask one attendee to start, and continue on around the circle in order.</p>	<p>What is reconciliation?</p> <ul style="list-style-type: none">• <i>What does reconciliation mean to me?</i>• <i>Why is reconciliation meaningful to me?</i>
<p>25 min</p> <p>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>Creating Sacred Space</p> <ul style="list-style-type: none">• <i>What is my experience to share?</i>• <i>Why is reconciliation relevant to our municipality?</i>

KITCHEN TABLE DIALOGUE GUIDE

<p>30 min Encourage attendees to share the space and time equally, answering the following questions.</p> <p>Facilitator should take notes in this section.</p>	<p>Planning for a Future of Reconciliation?</p> <ul style="list-style-type: none">• What strengths as a local leader can I bring to reconciliation?• What actions toward reconciliation can we make together as leaders in our community?
<p>10 min 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>Closing: What will I take away from the dialogue today?</p> <p><i>Suggested Take-away: Back Pocket Action Plan</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

1.4 Back Pocket Reconciliation Action Plan



A large, empty rectangular box with a red border, intended for users to write their personal 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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