




CULTIVATING SAFE SPACES

WITH
JEN GREENWAY

Decolonizing One
Space at a Time



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MEET YOUR INSTRUCTOR



JEN GREENWAY

Writer. Speaker. Cultivating Safe Spaces Facilitator

Jenelle Greenway (she/they) is a Two-Spirit Tahltan-Kaska writer, podcaster, and Indigenous Rights activist from the Yukon Territory. She is a member of the Talakoteena House of the Tahltan Nation and thus belongs to the Wolf Clan. Jen is a descendent of the last Great Chief Nanok through her late Grandmother Violet (Nehass) Greenway.

With a background in Indigenous Governance, she is passionate about decolonizing education and co-creating Knowledge, as well as providing tools and action plans for Indigenous and Settler folx to join reconciliation conversations and the LandBack movement. As a facilitator, Jen aims to break down hierarchical spaces, and to inform individuals and businesses on how to move forward in an inclusive and reconciliatory approach, especially with Indigenous Peoples. Her work as a writer and podcaster also makes her keen to teach the direct link between lateral violence and the lack of creativity, innovation and performance we see in ourselves and staff.

Jen has facilitated spaces for the Climate Action Secretariat as well as for First Nations Leadership Council for Alderhill Planning Inc.. Her main focus in these spaces has been revitalizing and gathering Knowledge, promoting inclusion and teaching individuals and organizations how to decolonize their approach to the space we hold.

PREPARING TO HOLD CIRCLE

Consider these things to promote well-being, inclusion, freedom and validation:

- What things do I need to prepare myself for so I can let go and be present? What things do I need to say out loud when cultivating safe spaces?
- Have a pen and paper to take notes if things come up for you as you're listening.

To prepare yourself, know this:

- Some people might feel the need to share more than 1.5 minutes, how will I prepare myself and others?
- Some people might not feel like sharing right now. What options will I give them to include their voices at a later date?
- If there are big emotions, what feels right to me and how will I handle it? Am I prepared to watch others cry?
- Let people know we have x-amount of time prepared for this part. Try to split the time into 1.5 minutes for everyone to share. Some will share longer, and some will share less. The Circle will do our best to support everyone the way they need to be.
- Every session is different. Some are for a business and a group of people who have worked together for a long time vs. a group talking about some really sensitive issues that require more care.
- If things come up for you, pay attention to what your body feels and commit to coming back to it, practice bringing yourself back to being present and listening.

Why is "who am I and what is on my heart" so important?

- Holding Circle and answering these questions is often the most important element of this work. Circle is where we create trust and ground ourselves in why we are coming together. Only through listening to every Perspective, every story, each challenge or success, can we fully understand a space and those in it.
- By starting with "What is on my heart" we can understand where each person is so we can meet them in that space and identify any challenges and roadblocks during the work.
- These sessions can also be seen as a way to create a SWOT analysis. (Strengths, Weaknesses, Opportunities, Threats) for a group or business.

Practice talking for 1.5 minutes and time yourself to see how long or short it feels.



THE FOUR PERSPECTIVES

Tradition

Tradition. Preservation. Storytelling. Culture. HistoryStorytellers and Knowledge Keepers

- Knowledge Keepers, storytellers, and corporate knowledge holders
- Solutions and lessons come from history, past teachings and Traditional Knowledge.
- Uses storytelling as a time to teach, think, connect the dots.
- Knowledge needs context

Action

Taking Action. Concise. Efficient. Direct. Ready to work.

- Efficient, fast-working people who don't like to waste time
- Primed for work and eager to start
- You'll KNOW if you're an Action Perspective
- They don't like showing up to the meeting with the group work unfinished and they thrive on timeframes/knowing exactly what's expected

Relationship

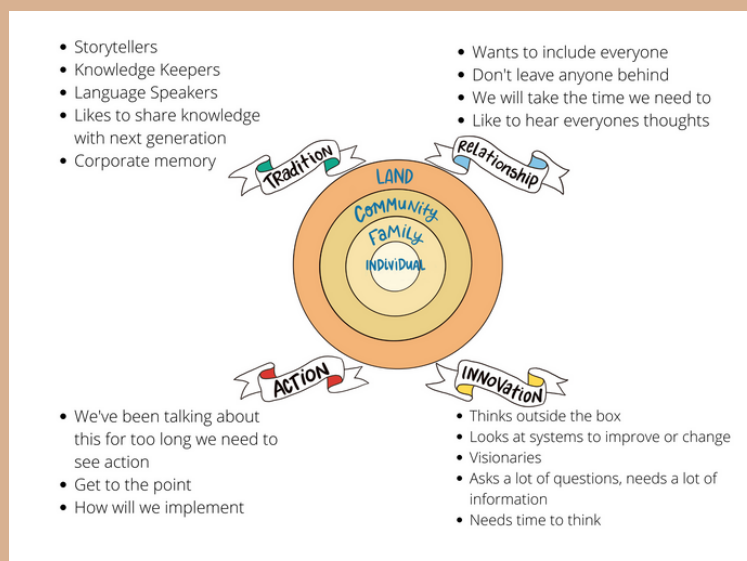
Relationship Building. Interconnected. Deep Bonds. Inclusion.

- View the world through interconnectedness - they need to check-in with people
- No one left behind!
- The people in their life are how they see themselves.
- Maintain the Spirit and Intent of "good work"

Innovation

Innovation. Creativity. Systems Thinkers. Problem-solving. Growth.

- Creative system thinkers and innovative problem-solvers
- They have big visions for what the future can hold and an eagerness to help promote growth towards that vision.
- Full of questions (they need clarification and direction) and brainstorming
- Need LOTS of time to produce information



THE FOUR CONDITIONS

Understanding Self

- Foundational to everything else
- Requires deep introspection to understand why you see the world the way you do
- Everything that bothers you about others, is something that you fear in yourself

Love-Based Protocols

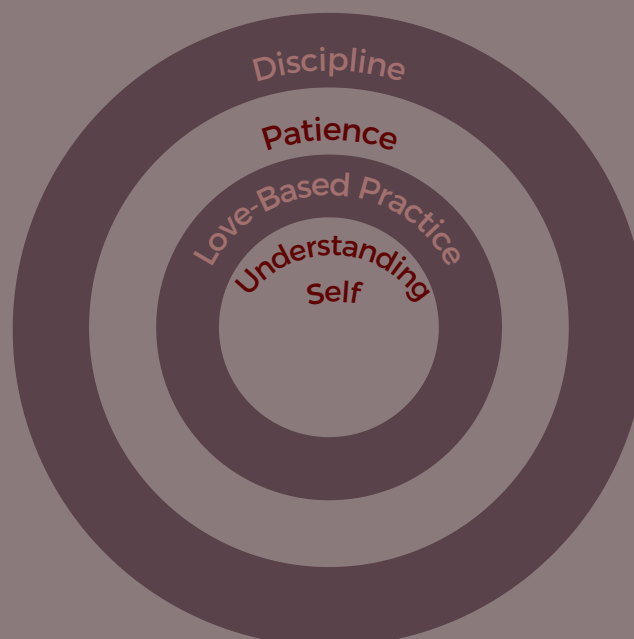
- The Four Protocols (up next) vs. Fear-based practices used by the Colonial State
- Entering every scenario with love and understanding, instead of with the desire or need to control everything

Patience

- Having patience with the other Perspectives
- Validating different communication styles, working styles, and what people need to feel safe
- Also involves patience with yourself!

Discipline

- Listening with Discipline
 - extra important for Action Perspectives to focus on this one
- Hearing people with the intent to hold space, instead of hearing to respond
- Honouring what the people in a space need.



THE FOUR PROTOCOLS

01 PROMOTE WELL-BEING VS. SICKNESS AND DEATH

- Giving everyone permission to exist in their bodies without judgement or discrimination
- Allowing everyone to take care of themselves physically, mentally, emotionally and Spiritually
- Making space for vicarious trauma

02 PROMOTE INCLUSION VS. EXCLUSION

- People who don't face specific intersections of discrimination don't naturally see discrimination, but still think they're inclusive.
- Colonial systems are built upon the disenfranchisement of anyone who isn't a White Cis-Het Able-Bodied Man.

03 PROMOTE VALIDATION VS. SHAME

- "I made a mistake" instead of "I am a mistake."
 - "I did something bad" instead of "I am bad."
- Validate all Perspectives (the way people work, communicate and their role in the group)
- Validate vulnerability and showing up as your authentic self

04 PROMOTE FREEDOM VS. OPPRESSION

- Allow people to take care of themselves physically, mentally, emotionally or Spiritually
- Condemn and dismantle institutions that promote micro aggressions, the colonizer eye, the male gaze, etc.
- Build spaces that allow movement and self-care, and recognize that disabilities can be invisible



VICARIOUS TRAUMA AND LATERAL VIOLENCE

Vicarious Trauma

- Trauma experienced when we learn about the traumatic experiences others have faced
- That includes reading books about residential school or topics like True Crime
- Symptoms include: hypervigilance, feelings of hopelessness, feeling numb or seeking numbing behaviours, inability to listen or pay attention, insomnia, fear, and so much more...

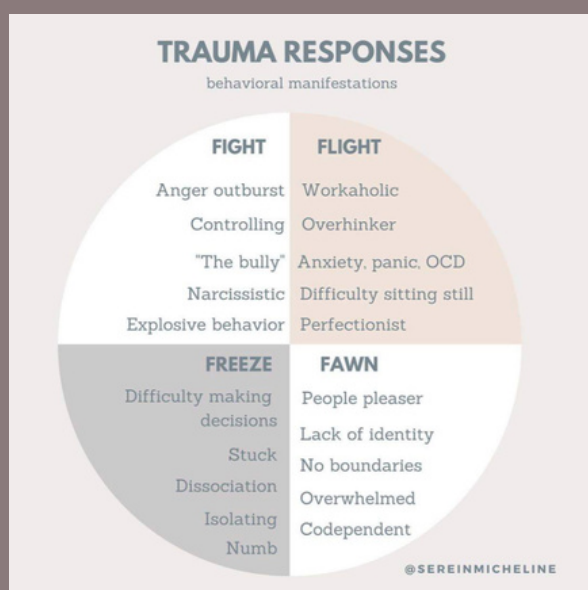
Take care of yourself when you do work with traumatized individuals or if you're educating yourself on our real shared history between "Canada" and Indigenous Peoples

****see the diagrams below for symptoms to watch for in yourself and those around you**

Lateral Violence

What is lateral violence?

- Lateral violence is violence rooted in the effects of oppression that has been turned outwards towards those who are perceived to be equal or of less power than the one perpetrating the violence
 - Bullying, gossip, verbal harassment, physical abuse, sexual abuse, theft, taunting, etc.
 - Largely aimed at women and Two-Spirit individuals in Indigenous communities
- Spaces with high lateral violence and oppressive violence have less creativity and innovation
 - The inverse is true as well
 - Being in fight-or-flight kills creativity and innovation
- Lateral violence also impacts everyone's ability to show up to work with their best ideas because they are stuck in fight or flight mode



CULTIVATING SAFE SPACES REFLECTIONS

With decolonizing hierarchical spaces in mind:

1. In what ways can we promote Inclusion?

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2. In what ways can we promote validation?

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3. In what ways can we promote well-being?

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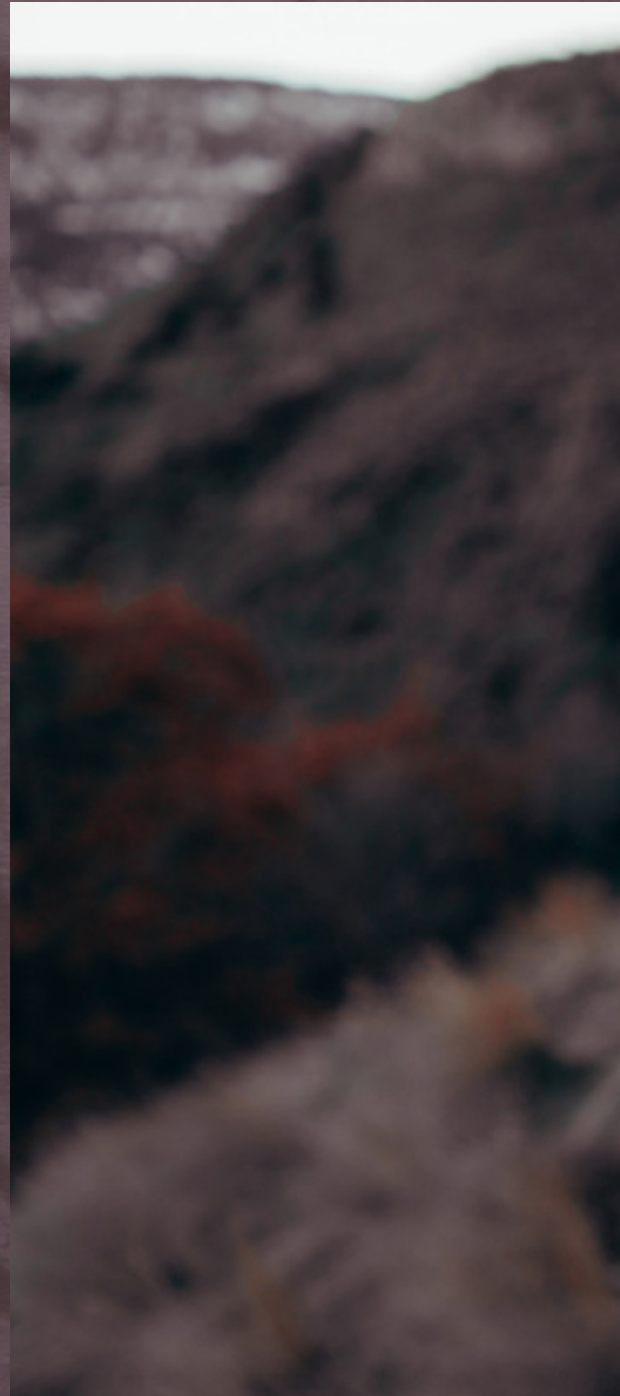
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4. In what ways can we promote freedom?

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MAHSI. MEDUH. THANK YOU.

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Go Smudge Yourself