



Community Unlearning: An Engagement Series

2022



kinSHIFT

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FAQ

Q: Is this training only for health professionals and educators or is it also made for university staff?

A: This work needs to be done in all areas of our institutions and the journey we will be going on will be useful and relevant to both faculty and staff. By learning and unlearning, we will be able to foster more meaningful allyship in each of our daily interactions with people. Additionally, it helps us deepen relationships and advocate for awareness.

Q: If this unlearning is uncomfortable, will we learn how to sit in that and feel it while also being able to move forward?

A: Thank you for asking this question. Yes, this work will always be uncomfortable because we are challenging our beliefs and opening our eyes to knowledge and information beyond our 'norm'. We will talk about strategies to support this discomfort, however, the best way to learn how to hold it is to embrace it and stay curious about coping strategies that work best for you as a unique individual.

Q: I feel totally new to this type of work - is there baseline knowledge I need to have to start?

A: No, there is no previous knowledge required to participate. We are all at different places on our learning journeys and we welcome people from all different stages. These workshops are not like a class where you will feel like it is too easy or feels lost. It is conversational and experiential, allowing everyone to engage with the content in ways that are meaningful to them.

Q: Will there be additional work in between each session?

A: We ask that you hold your learning and reflect on it in the times between workshops. There may be extra resources provided for those that are able and have the time to dig in. However, there is nothing mandatory that will be assigned and no one will be left behind if they are not able to commit to extra time during the breaks.

Q: How do we know if we are accepted into the program?

A: We will email people and notify them of being accepted. Thank you for your application. Now that the dates are set, we would like to begin reaching out to applications within the next few weeks.



What to Expect

Program Goals

- To open our eyes to empower stronger relationships inside and outside of the workplace
- To locate ourselves within Canadian systems and narratives
- To build relationships with ourselves, each other, and the land
- To inspire allyship within each interaction

Program Agreements

Celebrate Difference: Instinctually we are drawn to what is familiar and perceive feeling the same as others as safety. In this world, we either are welcomed into spaces because of sameness or not welcomed because we are different. In our workshops, we celebrate our differences and create a space where everyone is both safe and welcomed. Our Agreements that we make ensure both of these elements are true. When we celebrate differences in relationships, it fosters deeper, more meaningful connections, based on trust.

Honour our Personal Learning Journeys: To recognize that we're coming into this space with different knowledge, different stages of our journey, and collectively agree that this is okay. We actively work to remove the shame of not knowing something.

Participate Fully: We recognize that everybody is on their own journey of learning and engaging. Participating fully looks different for each of us and for ourselves. Some of us may feel like we need to dive into concepts, talk and share freely, and ask questions. For others, our participation could look like quiet observation, personal reflection, and talking one on one. In our circle, even when we pass, we are still participating by being witnesses to the learning. It's important that we recognize that we are able to participate in the way that makes us the most comfortable and that no one will be asked to share more than they're comfortable with.

Center Indigenous Voices: This program will be facilitated by Indigenous facilitators. At all times, we will centre and uphold the ancestral knowledge they carry and share information and knowledge from Indigenous sources where possible.



What to Expect

Program Agreements Continued...

Step forward, Step back: This calls in consciousness to how we show up in spaces and how we normally interact in group learning environments. Some of us want to share first, share often, and share loudly. Some of us listen, do work introspectively, and share at the end. We encourage each of us to see how much space we take up with our voices and make a decision to step forward or to step back. By stepping back, we allow others' thoughts to come into the space and we can learn something incredible. For those that step forward, we have an opportunity to bring power to our voices, to engage with the learning, and to share with others.

Normalize Silence: In western society, we're taught to fill the silence, which often means that we are thinking to respond while someone is speaking. Normalizing silence allows us to be fully present with one another and gives us permission to step back and bear witness to the group's journey.

Learning Comes from Engaging: We have purposefully set our group size to no more than 15 people, including facilitators. This intention allows us to create community and trust within an intimate setting. As each of us engages with content and conversation, it is paramount that we are able to stay vulnerable and share from our heads and our hearts. The greatest learning happens when we are able to share openly and witness the learning journeys of those around us. Unlearning cannot happen alone in silos.

Be Okay with an Adapting Agenda: Our learning comes from the shared knowledge, experience, and needs of the group. This creates an incredibly enriched environment that allows everyone's voice to be heard. It also means that the schedules, agendas, and structures that we create can change.



Dates & Times

Jan 14: 1:30-4:30 pm

Jan 28: 1:30-4:30 pm

Feb 18: 1:30-4:30 pm

Mar 4: 1:30-4:30 pm

What You'll Leave With:

- Resources that will provide continual learning beyond the 16 hours of training
- Two eyed seeing to empower more influential and impactful healthcare professionals
- Insights and ideas for integrating your learning into your daily work
- Strategies to tailor Indigenous scholarship into teaching and curricula
- Stronger relationships with ourselves, each other, and the land
- Skills to better inspire allyship within each interaction



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TO APPLY:

<https://www.alderandco.ca/unlearning>
Password: Nursing

QUESTIONS:

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or Call Erika Doehring:
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