



Tammy Baart



Teri-Ann Bell



Derek Buchanan



Robert Manuel



Shantelle Thompson



Hermione McCallum-Haire

GROUP 1

NAVIGATING BY THE STARS: DREAM WALKING TO DREAM WEAVING

A Global
Indigenous Exchange
for emerging and experienced
professionals

TERMS

Dream Walkers

Noun. Individuals (of any age, status, and gender) who aspire and are walking on a journey of conceiving possibilities and ideas.

Verb. To dream early in a journey.

Dream Weavers

Noun. Individuals (of any age, status, and gender) working with others to believe and achieve, contribute, and add value to their communities. These individuals are already leading the way in their chosen professions.

Verb. To weave dreams connecting others.

Dream Spaces

Noun. The marrying of two worlds – an Indigenous way of being and thinking with the post-colonial world's expectations.

Verb. To find the grey space between.

Tira

Noun. A group of global travellers navigating together.

Verb. To globally travel and navigate together.

INTRODUCTION

"Navigating by the stars: Dream Walking to Dream Weaving," highlights the need for a Global Indigenous Exchange for emerging and experienced professionals. Dream Walkers, individuals who aspire and are walking on a journey of conceiving possibilities and ideas, will engage with Dream Weavers, who are working with others to believe and achieve, to grow with each other as contributors.

Ancient cultural practices still exist with continuity ensured by using and applying Indigenous knowledge, ways of thinking, and ways of being. Old voices and worn hands have delivered many learnings and touched our hearts and minds to guide, motivate or challenge our efforts to integrate those learnings into our current needs.

Collectively, we acknowledge we are connected by the waterways, but to survive and thrive, we must be lifted and guided by the stars. An elevation that we also share. A perspective that provides individuals with offerings of learnings and collaboration.

PURPOSE, VISION & GUIDING PRINCIPLES

Indigenous people have always been wayfinders, explorers, and expert navigators, guiding our clans and tribes nomadically across lands, through the bush, and across oceans. In today's modern world, our people must navigate by the stars through the complexities of post-colonial systems as part of our journey to reclaim traditional ways of knowing and being. We can do this by developing a **Global Indigenous Exchange to support and encourage Indigenous ways of knowing, being, and thinking through Indigenous mentorship, collaboration, and relationship-building**, with the following objectives:

- 1 Weave together **mentorship, collaboration, and relationship-building** for emerging and experienced professionals.
- 2 Enable participants to **harmonize** their Indigenous knowledges, ways of thinking, and being to their professions through a blended (virtual and physical) exchange.
- 3 Amplify the capacity of participants to be **active, sustainable** and **trusted** contributors.
- 4 Participants **confidently develop their self-understanding** (identity, place, purpose, and capacity).

RECOMMENDATIONS

1 Connect the many **localized, place-based, pre-existing** programs/initiatives to a global platform to:

- **Share, learn and grow**
- Harness Indigenous **knowledge, thinking, and ways of being** in professional contexts

2 Setting a **dream space** where Indigenous professionals can continually walk alongside each other. A place to dream, work, share and grow from our learnings. A place for **ongoing engagement of Changemakers**. While Indigenous professionals may weave in different ways, collectively there is an opportunity for Indigenous people to enable and **celebrate the richness that results from what is made together**.



PROPOSAL

The benefits of global collaboration, coaching, and mentoring through a blended (in-person and virtual) approach build upon the current opportunities that exist within localized, place-based contexts. Here are examples of approaches from Aotearoa, Australia, and Kanata, which have inspired the Globalized Indigenous Exchange:

- Ngā Aho (Aotearoa)
- Global Internship Conference aka GIC (Aotearoa)
- Deadly Inspiring Youth Doing Good (Australia)
- Mūrā (Australia)
- Indspirè (Kanata)

Globally, INDIGI-X has set the standard for collaboration amongst Indigenous people. While INDIGI-X provides an incredible platform to initiate connections and collaborate on a short project, a need for ongoing access to coaching, mentoring, and support by like-minded professionals is necessary. Many Dream Weavers are currently shape-shifting and navigating post-colonial spaces in isolation rather than collaborating, learning, and growing from commonalities and similar experiences. A further commitment to building a growing base of Dream Weavers is needed, starting with Dream Walkers who may be early in their journey and not ready for an engagement such as Indigi-X.

Moving beyond a Westernized approach, where mentors/mentees are identified through a hierarchical relationship of age, status, and sometimes gender, a **Global Indigenous Exchange** reawakens ancient wisdom of initiations, circles, reciprocity, and the interconnectedness of systems. Indigenous people have different entry points of cultural confidence and competence but all value and require ongoing learning from each other to survive and thrive in the contemporary landscape. The **Global Indigenous Exchange** will provide this opportunity.

The Global Indigenous Exchange would:

- Provide a safe, cultural space where Indigenous professionals bring their 'whole self.'
- Remove cultural load in a harmonized global Dream Space.
- Utilize and embrace Indigenous knowledge, thinking, and ways of being as an integral addition to professional industries.
- Provide space and opportunity for all like-minded Indigenous industry professionals to engage.
- Transition through the exchange as an active, sustainable contributor. A way to ensure the continuation of the oldest living civilizations.
- Celebrate an integrated systems approach.
- Cater for various entry points and engagement modes for participants to connect through the exchange.
- Commitment to a holistic view of self-understanding (and overall well-being) to grow strong, resilient Indigenous Professionals.

What we propose



1 DIGITAL ENGAGEMENT

Stage 1 Purpose:
Expose participants to industry professionals to broaden horizons and encourage youth to be aspirational professionally within global Indigenous stage.



2 VIRTUAL CO-HORTS

Stage 2 Purpose:
Develop sustainable relationships with like-minded participants.



3 IN-PERSON CO-HORTS

Stage 3 Purpose:
Build Capacity to move from motivation towards contribution and further support participants to know their place, purpose and capacity to add value to local, national and international Indigenous communities



4 1:1 ENGAGEMENT

Stage 4 Purpose:
Opportunity to engage and work collaboratively between participants.

Activities:

- Participants will interact with the website/app to share their stories. Illustrated through storytelling.
- Provide a non-confronting form of initial engagement. Participants have the option to engage further beyond 'database' of Indigenous Professionals.
- Acknowledges various points of entry into cultural and professional journeys.

Activities:

- Determine needs of participants
- Discuss the passions and expertise of participants.
- Build capacity within industries to contribute back to local communities.

Activities:

- Opportunity to connect in-person with like-minded individuals.
- Experiencing, sharing and celebrating First Nations Knowledges, ways of thinking and being.
- The format would be a Global Symposium (or even a Pow Wow.)

Activities:

- Participants can engage with other members on a 1:1 basis based on mutual interests.
- Produce an Alumni of Indigenous Professionals committed to global exchange and collaboration.

PROPOSAL (CONT.)

There has been a struggle to be seen and represented as Indigenous people in professional rôles within a Westernized organization. Current shifts in embracing Indigenous views is placing Indigenous professionals at the epicentre. It is integral to solidify this shift for the betterment of humanity as Indigenous people hold the knowledge to keep our planet and our future safe.

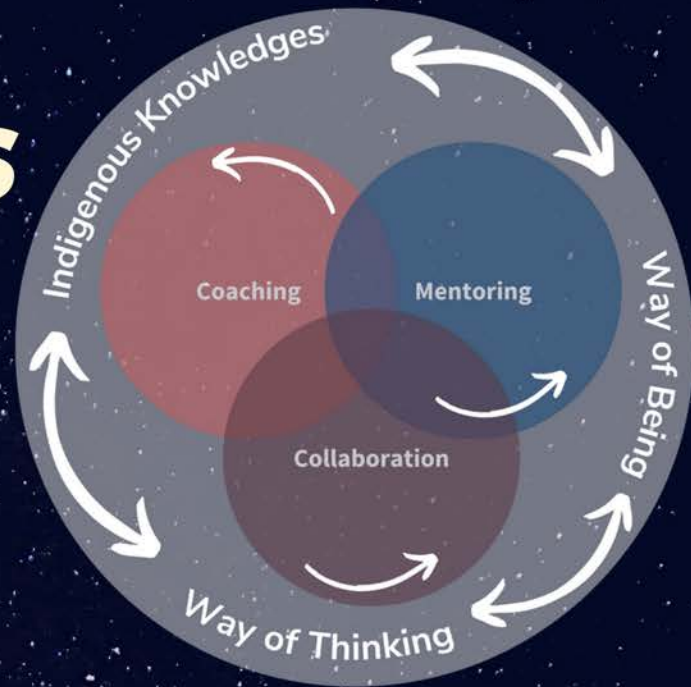
To lead and learn in our chosen professions, supported by other Indigenous people in similarly identified professions, ensures we continually grow ourselves and those around us and show up as Indigenous global industry professionals. This will model to others that Indigenous professionals can come together to dream and learn from each other while maintaining a strong, resilient view of self.

RESOURCES REQUIRED

To ensure the success of a Global Indigenous Exchange while creating a model for sustainable success, four key stages have been proposed:

- **Stage 1: Expose** participants to industry professionals to broaden horizons and encourage participants to be aspirational professionally on a global level. During this stage, the goal is to develop a bank of global Indigenous professionals that articulate their journey towards Dream Weaving.
- **Stage 2: Develop** sustainable relationships with like-minded participants. Building upon the initial stage, the **Global Indigenous Exchange** begins with virtual connections with the intention of creating like-minded pairings.
- **Stage 3: Build capacity** to move from motivational connections towards contribution through in-person, face-to-face connections. Through a symposium, further support would also be provided to participants to know their identity, place, purpose, and capacity and given chance to add value to local, national, and international Indigenous communities.
- **Stage 4: Ongoing opportunity** to engage and work collaboratively between participants. This stage looks to amplify connections in professional exchanges through professional organizations as well as the development of Alumni to continue to build a bank of Dream Weavers.

RESOURCES REQUIRED (CONT.)



The key purpose is to recognize there are various types of engagement that support the journey that each individual is on - culturally and professionally - and there are a variety of ways of growing, learning and navigating for our Dream Walkers and Dream Weavers. To ensure successful engagement for Dream Walkers to Dream Weavers, the following is needed:

1 Funding:

- To compensate a team for making this **Global Indigenous Exchange**.
- To provide an in-depth, documented strategy to ensure the sustained success of the initiative.
- To employ expertise to produce Phase 1: Interactive Map and associated resources.
- Philanthropy support for delivery of activities for remaining phases.

2 Support to create a Tira:

- Two people from each country (New Zealand, Australia, Canada).
- One governmental representative per country.
- One person from an Indigi-X Cohort.
- Subject Matter Experts on an ad-hoc basis.

CONCLUSION

The creation of a Global Indigenous Exchange, and a strong support network for all participants from Dream Walkers to Dream Weavers, will provide opportunities for individuals to be embedded within each other's organizations and allow for knowledge transfer, mentoring, and shared learnings. Through this intentional, regular connection all participants will feel safe to dream and weave together dreams of their own.

References

The Learner First. (2022). Contributive Learning: Self-Understanding. <https://www.thelearnerfirst.com/> Last accessed 14 November 2022.

Ngā Aho. (2022). The development of Nga Aho is proudly supported by Te Wananga o Aotearoa through the Awatoru Maori <https://ngaaho.maori.nz/page.php?m=8> Last accessed 14 October 2022.

Torsi, P, Talreja, V, McEachen, J. (2022). "We need a Global Vision and Curriculum to meet the UN Goal to Transform Education." <https://www.diplomaticourier.com/posts/why-we-need-a-global-education-vision>