



## Indigenous & Intercultural Awareness Training: Lil'wat Nation

BCIT has partnered with the Lil'wat Nation in Mount Currie, BC and the Whistler Institute to bring you a custom Indigenous & Intercultural Awareness Training program.

This educational program is made up of seven modules delivered in two parts that are led by expert facilitators and provides local employers and staff the background and tools needed to recruit, train, retain, and support local Indigenous community members.

**Part One** is a standalone one-day foundational course\* which is suitable for all adult audiences. Attendees will be exposed to Indigenous history as well as the culture and traditions of the Lil'wat Nation.

**Part Two** is a 1.5 day course\* which is suitable for current and future leaders, supervisors, and managers. It would ideally be delivered over two days, a week apart, to allow for implementation of learnings in the work place. Theories of intercultural competency and communication styles will be explored as a way to develop cross cultural leadership tools intended to support a diverse and indigenized workplace. Attendees will apply the acquired knowledge via case studies, online discussions, reflective writing and/or a culminating project relevant to their business/organization.

The program is designed to be held face-to-face with physical distancing and/or safety measures to meet Public Health orders during the COVID-19 pandemic. A digital version of the course is available to allow for online delivery when in-person is not possible.

\*If the course is delivered online the in-person schedule can be retained or modules can be split over multiple days. Part One is a prerequisite for Part Two.

### Pricing

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Public Offerings: Part One \$125/person, Part Two \$325/person

Group Pricing: (10-20 people): Part 1: \$1,500, Part 2: \$4,500\*\*

\*\* Please note that the group pricing is for organizations to buy the course for internal delivery and does not include rental room cost. Organizations are encouraged to book the Squamish Lil'wat Cultural Centre in Whistler or the Ts'zil Learning Centre in Mount Currie for an enhanced experience.

## Program goals

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- Build long lasting sustainable relationships between communities
- Develop meaningful employment for Indigenous people within the business community
- Educate employers to make the workplace an environment where Indigenous people can thrive
- Provide employers with tools to successfully find, hire, and retain Indigenous staff
- Develop a road map to successful hiring, communication, training, and retention
- Encourage collaboration to overcome barriers to employment, e.g. transportation
- Develop a working community that represents the local population
- Enhance business culture
- Celebrate cultures and differences
- Allow employees to learn respectful communication and understanding
- Stop perpetuating bias and stereotypes

## Learning outcomes and competencies

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Upon successful completion, the student will be able to:

- Discuss and understand the historical importance of the local territory.
- Describe Lil'wat culture, traditions and social norms in both a historical and modern context.
- Identify and apply what makes a safe and inclusive learning/work environment.
- Identify and analyze barriers to employment faced uniquely by Indigenous peoples.
- Demonstrate cultural self-awareness as it relates to the participant's work environment.
- Employ cultural empathy and communicate effectively in intercultural work settings.
- Facilitate a discussion on how to manage and approach a challenging intercultural work scenario.
- Acquire intercultural tools and strategies to support the retention and development of their employees.
- Develop an organizational plan in support of indigenization and diversity efforts.

## Booking

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To book a group delivery of the program please contact the Whistler Institute on [contact@whistlerinstitute.com](mailto:contact@whistlerinstitute.com) with your preferred timing for the course. Dates and times are subject to instructor availability.

If you would like to be notified when public offerings are scheduled for delivery please join the Whistler Institute mailing list: <https://whistlerinstitute.com/news/>

## Delivery schedule

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### ~ Pre-Program Reflective Practice ~

<b>Part One</b>	<b>In-person schedule</b>	<b>Online modules</b>
Module 1: Establishing a Safe and Inclusive Space	8:30am-10:15am	1.75 hours
Module 2: Histories of the Lilwat7ul	10:30am-1:00pm	2.5 hours
Module 3: Culture and Traditions of the Lilwat7ul	2:00pm-4:30pm	2.5 hours

### ~ Inter-Program Reflective Practice ~

<b>Part Two – Day One</b>	<b>In-person schedule</b>	<b>Online modules</b>
Module 4: An Overview of Intercultural Competency	8:30am-12:00pm	3.5 hours (with break)
Module 5: Cultural Dimensions at Work	1:00-4:30pm	3.5 hours (with break)
Module 6: Challenges, Opportunities & Actions		

### ~ Inter-Program Reflective Application ~

<b>Part Two – Day Two</b>	<b>In-person schedule</b>	<b>Online modules</b>
Module 7: Organizational Application	8:30am-1:30pm	4 hours (with break)

### ~ Post-Program Reflective Practice ~

Timing is approximate and may alter slightly during delivery