

# Indigenous Cultural Competency Training



**OFIFC**

Ontario Federation of  
Indigenous Friendship Centres

## **About the OFIFC:**

Founded in 1971, the Ontario Federation of Indigenous Friendship Centres (OFIFC) works to support, advocate for, and build the capacity of member Friendship Centres across Ontario.

Emerging from a nation-wide, grass-roots movement dating back to the 1950's, Friendship Centres are community hubs where Indigenous people living in towns, cities, and urban centres can access culturally-based and culturally-appropriate programs and services every day. Today, Friendship Centres are dynamic hubs of economic and social convergence that create space for Indigenous communities to thrive. Friendship Centres are idea incubators for young Indigenous people attaining their education and employment goals, they are sites of cultural resurgence for Indigenous families who want to raise their children to be proud of who they are, and they are safe havens for Indigenous community members requiring supports.

In Ontario more than 85 per cent of Indigenous people live in urban communities. The OFIFC is the largest urban Indigenous service network in the province supporting this vibrant, diverse, and quickly-growing population through programs and initiatives that span justice, health, family support, long-term care, healing and wellness, employment and training, education, research, and more.

Friendship Centres receive their mandate from their communities, and they are inclusive of all Indigenous people – First Nation, Status/Non-Status, Métis, Inuit, and those who self-identify as Indigenous from Turtle Island.

Learn more about the work the OFIFC does to support Friendship Centres at [www.ofifc.org](http://www.ofifc.org).

## **Indigenous Cultural Competency Training:**

In alignment with the Truth and Reconciliation Commission's (TRC) Calls to Action regarding education and training, the Government of Ontario has taken proactive measures to ensure that all Ontario Public Servants participate in mandatory Indigenous cultural competency education. The strategy seeks to enhance understanding of Indigenous cultures and serves to inform policy and program decisions involving Indigenous communities. The partnership recognises that healing and reconciliation with Indigenous communities, first requires an understanding of the historic experience and current position of Indigenous communities in Ontario.

ICCT was initially established in 2012 with the intention of providing additional capacity support to mainstream service providers who identified as serving a largely Indigenous participant base. The response recognised the reality of 85.5% of Indigenous people in Ontario residing off-reserve or in urban communities, many of whom continued to demonstrate negative outcomes in virtually every social determinant of health. This indicated the need for stronger engagement practices within all mainstream services.

Since the launch of the ICCT in 2012, over 10,000 participants across multiple service sectors have now completed the training provided through the OFIFC. Strong curriculum, knowledgeable facilitation, and a high volume of positive responses from participants has contributed to the creation of numerous service agreements across multiple sectors, including the Ontario Public Service (OPS).

The trainings provide an opportunity for government, municipalities, educational institutions, public and private organisations and agencies to acquire knowledge, skills, attitudes, and values that are essential to developing and maintaining positive and meaningful relationships with Indigenous peoples.

## **Training Methodology:**

Our trainings are normally delivered in-person, however due to COVID-19 all ICCT Cycles are now offered through interactive modules and online training sessions via Zoom.

The process of Indigenous Cultural and Impact knowledge transfer, Indigenous Reciprocity skill development, Indigenous Relationship building, and implementation requires a multi-layered Indigenous pedagogy approach. Dedication of time and resources, commitment, and a willingness to promote change will ensure any organisation reaching a level of true Reconciliation.

Cycle 1-4 is a graduated format wherein each cycle builds upon the former and continues to emphasise the rebuilding and strengthening of relationships. While moving the organisations forward on the cultural competency continuum furthering the host organisation in mapping and implementing a viable pathway towards cultural competency.

## **ICCT Cycle 1 Course Description:**

Indigenous Cultural Competency Training (ICCT) is designed for the development of necessary skills, knowledge, attitudes, and values that will support participants in building meaningful and informed relationships with urban Indigenous communities.

Cycle 1 focuses on the early relationship between the Crown, Canada, and Indigenous peoples. Through an interactive presentation and group breakout sessions participants will explore:

- OFIFC's Relationship Framework
- The Urban Indigenous Action Plan
- History of the Friendship Centre Movement
- Legal Terms and Cultural Understandings of Identity
- Settler Colonial Logics
- Legislative History
- Residential Schools and Intergenerational Impacts

This course is delivered through two 3-hour online training sessions, however delivery can be flexible to meet the needs of your organisation.

## **ICCT Cycle 2 Course Description:**

Building off Cycle 1, Cycle 2 provides an in-depth overview of legislative policies, how they impacted Indigenous communities and the resurgence of Indigenous activism.

Cycle 2 Explores:

- Intergenerational trauma
- The White Paper
- Gender discrimination in the *Indian Act*
- The 60s Scoop
- The Royal Commission on Aboriginal Peoples
- The United Nations Declaration on the Rights of Indigenous Peoples

In this Cycle participants will be encouraged to critically reflect on how they currently build relationships with Indigenous peoples and organisations, and identify the next steps required to strengthened them.

The course is delivered through an independent interactive module followed by a 3-hour online training session.

**Number of Participants:**

Each online training session can have a maximum of 15-20 participants.

**Cost Breakdown:**

The cost will vary depending on the number of participants, please contact us for more information.

If you are interested in booking an ICCT Cycle for your faculty, organisation or company please e-mail your name, organisation and contact information to [training@ofifc.org](mailto:training@ofifc.org) and the Training Coordinator will contact you.