DECOLONIZING PRACTICES is an experiential workshop grounded in Squamish ways of knowing. It features a giant board game designed by Michelle Nahane called *Sinulhkay and Ladders*.

Contact:
Michelle Nahane,
michelle@decolonizing.work
www.decolonizingpractices.org
DECOLONIZING PRACTICES

WHO?

JACQUELINE JENNINGS, COLLABORATOR & FACILITATOR
Jacqueline Jennings is an entrepreneur coach and business consultant with a focus on leadership development. She has built a career working with purpose-led entrepreneurs to launch and grow their businesses. Along the way she has: supported over 75 leaders; designed Canada’s first immersive start-up accelerator for youth and launched an annual series of international weeklong retreats for entrepreneurs. She hosts also public workshops and facilitates corporate trainings, including the Mentor Masterclass.

CHASTITY DAVIS, COLLABORATOR & FACILITATOR
Chastity has worked with 125+ First Nation communities in British Columbia. Chastity has a proven ability to build strong, meaningful, and productive relationships between Indigenous communities, corporations, and government. Chastity is also an active volunteer and donates countless hours of her time. She is a mixed heritage woman of First Nations and European descent and a proud member of the Tla’amin Nation.

MICHELLE NAHANEE, FOUNDER & FACILITATOR
Michelle Nahane is a critical Indigenous scholar with 20+ years experience in graphic design and communications. As a creative director and strategic communicator, she melds technology and tradition to change opinions, build relationships and increase understanding. Her clients are First Nations, NGOs, corporations and government departments. She is a Squamish Nation member from the village of Eshâ’an.

AMANDA FENTON, DESIGNER & FACILITATOR
Amanda Fenton worked in the co-operative sector for seventeen years with a focus on leadership and strategic change. She is a host and teacher of The Circle Way and the Art of Hosting, and her work is designing and hosting collaborative conversations for thoughtful change. She lives in New Westminster, BC, unceded Qayqayt territory, with her partner and Great Dane Moses. Find her online at amandafenton.com.

Decolonizing Practices.org is a collective of experienced facilitators who are committed to social change. We deliver workshops in multiples of two, always modeling non-oppressive Indigenous/non-Indigenous partnership. For each workshop, we reach out to our network to bring together the ideal team to match the organization and dialogue. Our founding facilitators include: Corrina Keeling; Emira Mears; Char Seward (Squamish); Ajay Puri, Chris Corrigan; and Alexander Dirksen. www.decolonizingpractices.org
**WHAT?**

*Sínulhkay and Ladders* is a life-size board game that promotes the Squamish practice of *Chen chen stway* (holding each other up) while working through neocolonial scenarios of oppression. Its purpose is to provide a framework for developing decolonizing practices.

Decolonizing practices are actions we can take, words we can say and ideas we can unlearn/learn to transform colonial impacts. The focus of the game is bettering Indigenous to non-Indigenous relations in professional settings, making sure we are holding each up - not sliding down the double-headed serpent, called Sínulhkay in the Squamish language.

The game board is a rhetorical tool to emphasize neocolonialism as structures we can name and reframe. Each journey is its own, let’s make brave space for renewed understandings and decolonizing practices.

We aim to address the challenge of where to start within the enormity of reconciliation. By dialoguing professional scenarios within a forgiving space where we get a chance for a do-over, we start to map out the what’s next. Each player leaves with a take-away, what they learned, and a give-away, what they commit to do. Participants develop their own scenarios with custom dialogue circles that lead to take-aways and give-aways with organizational impact.

**HOW?**

Decolonizing Practices fuses Squamish language and teachings with the best practices and methods of facilitated dialogue.

- Each workshop is opened by a Squamish Elder to start the work in a good way, honouring Indigenous intelligence while *clearing the floor* - a Squamish way to start well.

- We check in with each other and introduce the game explaining the order of events for the day. We ask for three volunteers to enter the game board. As the players roll through the *Chen chen stway* and *Sínulhkay* scenarios, the facilitation team animates the game, gives context for the game squares and encourages dialogue with the players and participants.

- Participants move into small groups to share insights and answer custom questions, designed in advance, to create new game square scenarios unique to their work and organization. The group moves back into a full circle to dialogue the application of *Chen chen stway* and *Sínulhkay* to the development of decolonizing practices.

- Working in pairs, participants are supported by the facilitation team to write their give-away and take-away. A copy is given to the centre to be designed into a poster for the organization. A final full circle is facilitated to map out next steps for collective give-aways and take-aways.
DECOLONIZING PRACTICES

DELIVERABLES

A four-hour Decolonizing Practices workshop for up to 25 participants from (group name) on (date and time specified) at (place).

$4800 Fee includes:
- a design team phone call to learn more about the participants, context and organizational goals to customize the workshop’s dialogue questions
- a Squamish Elder honourarium
- two Decolonizing Practices facilitators
- a poster of your give-aways & take-aways
- a follow up phone call with the design team

THE DETAILS

With every workshop, we contribute $500 towards a Decolonizing Practices Social Impact Fund. The fund will pay for workshops for Indigenous organizations and other NGOs who would otherwise be unable to participate in our work.

Thank you for considering Decolonizing Practices as a solid step in your reconciliation journey. Please let me know if you have any questions,

Michelle Nahaneen
michelle@decolonizing.work
778 991 1369

Object of the Game

Chénchenstway (chen chens tway) is the Squamish verb to “uphold one another; support one another.” As a decolonizing practice, it is the object of the life-sized board game Sinulhkay and Ladders. Players evolve by moving up the ladders, learning about, and committing to supporting one another.

How to Play

The first step in the game of Sinulhkay and Ladders is to move beyond neocolonial denial and admit there are many problems to solve. Once woke, you roll the dice to begin your complicated journey of developing decolonizing practices.

Every ladder up is a gift of knowledge that connects you with Indigenous people and an opportunity to support one another in Chénchenstway.

Every Sinulhkay (Squamish for Double-Headed Sea Serpent) shares a lived experience from the neocolonial contact zone and a lesson on how NOT to connect with Indigenous people.

Sinulhkay plays post-colonial with a face of enlightenment masking a face of oppression. They are double-headed sea serpents with the power to transform.

As you climb the ladders and slide down the Sinulhkay, you might feel fragile but keep going. Supremacy, commodification, insecurity, fear, and identity constructions are strong drivers and food for Sinulhkay.

Chénchenstway will strengthen all of us!

Decolonizing Practices collaborators gathering, July 2018