

Invite critical reflection.... both self & systems need adjusting

Is there acknowledgement of the relationship to the land you/org are on? Do you understand the historical context of settler colonialism and how it continues to operate? CONSIDER INVITATIONS AND INTRODUCTIONS	Does org structure foster communication interdepartmentally? Are individuals comfortable to work with others? Are mistakes seen as learning opportunities? SILOING SEVERELY LIMITS WHAT'S POSSIBLE	Are you being accountable to more than humans? Do you understand anthropocentrism, how it operates as a colonial logic, and its ramifications? Do you ascribe value to beings based on a Western value system? CONSIDER MORE THAN HUMANS	Is the othering of humans allowed to happen? Are inclusivity and accessibility prioritized? Is growth oriented towards capital accumulation or remembering grandbabies' grandbabies? HOW TO WE PADDLE TOGETHER
1 Below Expectations Acknowledges Indigenous nations but does not acknowledge the colonial relationships. Does not engage Indigenous nations or is extractive.	1 Below Expectations if: Little to no communication across departments. Individuals think/act within narrow parameters. Punitive culture.	1 Below Expectations if: Human beings are central with all other life seen as objects of study. Vilifies beings that are seen as 'ugly' or 'useless' by Western thinking.	1 Below Expectations if: Growth is focused on the near future only, prioritizing monetary success. Also possible is behavior suggesting racist/xenophobia/ableism/hetro-patriarchal attitudes & 'othering'.
2 Meets Expectations Acknowledges Indigenous nations perhaps with awkwardness or by rote when referencing personal/org relationship. Attempts to form relationships with Indigenous nations. Questions rise about authentic self & inclusiveness.	2 Meets Expectations if: Some communication across departments, may be awkward or uncomfortable, especially when going 'up-stream' towards management positions. When mistakes happen, adjustments are slow.	2 Meets Expectations if: Begins to consider more than humans in a way that is accountable to them & as co-contributors to knowledge. May approach vilifies beings with hesitancy or discomfort.	2 Meets Expectations if: Growth is oriented towards sustainability, monetary success is a low priority. Systems: formal protocol in place for when othering happens. Individuals: comfortable addressing harmful behaviors. Accessibility: actively inclusive.
3 Exceeds Expectations Introduction sounds natural, acknowledges historical & current relationships influenced by settler colonial power. Forms meaningful & reciprocal relationships with Indigenous nations. Brings authentic self inclusively into all relationships.	3 Exceeds Expectations if: Communication easily flows & egalitarian structure. Work is effortless & with others who across differing power levels & or roles. Mistakes are a moment of pause & adjustments are almost effortless.	3 Exceeds Expectations if: Considers beings other than human as equal or even more important. Acknowledge that work could not have been done without them & works in service of them. Embraces vilified beings & wisdom they carry.	3 Exceeds Expectations if: Growth is oriented towards the deep future, moving towards inclusive wealth. Othering is extremely rare. Formal protocols are current and meaningful. Both system & individuals confidently address harmful behaviors & historical contexts. Accessibility is inclusive.