



Indigen**EYEZ**

FACILITATORS OF  
**CHANGE**

apprenticeship for emerging  
indigenous innovators



## ABOUT INDIGENEYEZ

IndigenEYEZ is a community-based initiative that delivers workshops to uplift and support Indigenous people to embrace their power and promote community transformation.

Guided by our beliefs, understandings and practices that acknowledge the interconnectedness and interdependence of all life forms to each other and to the land, **we use proven practices in community building, the arts, and land-based methodologies** to deliver workshops that revitalize healthy ways of learning and being together. Our social enterprise kinSHIFT supports settlers committed to respectful engagement with Indigenous peoples and place. At IndigenEYEZ, **we envision a network of facilitators across a diversity of generations, cultures and sectors centering Indigenous principles and ways of being for the benefit of all present and future relations.**

IndigenEYEZ is a project on MakeWay's shared platform. MakeWay is a national charity and public foundation aimed at helping nature and communities thrive together. MakeWay builds partnerships and provides solutions, grants, and services across Canada's charitable sector.

## WHAT IS CREATIVE FACILITATION?

Creative Facilitation is all about enhancing relationships and building community. Creative Facilitation helps create safer and courageous spaces **where we can express our true selves and connect more meaningfully with each other.** In 2014, IndigenEYEZ was introduced to Partners for Youth Empowerment (PYE) and their Creative Empowerment Model (CEM), an approach that can be integrated into existing programs to increase engagement, enhance personal growth, and support positive group dynamics. The model combines the expressive arts, experiential learning, personal development and cutting-edge facilitation techniques to provide transformative learning experiences for youth and adults.

The CEM has elements that IndigenEYEZ prioritizes for creating safer spaces for Indigenous peoples to learn, relate and grow, so we adapted the CEM, to complement our Indigenous-led and Indigenous-centered approaches. Our respective bodies of work are always evolving as we learn from the people that we meet and work with—and that includes you.

## WHAT IS A FACILITATOR OF CHANGE?

Reframe how the world looks at leadership. At IndigenEYEZ, leadership is not a top-down model or dependent on titles. Instead, **we uphold the idea that all people have wisdom and gifts to share**, and it is our belief that in each and every moment there is the potential to positively influence those around you as a Facilitator of Change.

Indigenous values place enormous importance on community and the power of acting together. We ask: *How do we embrace diversity and work collaboratively toward change that benefits all peoples, life forms and the land?*

A Facilitator of Change transforms patterns through the intentional reshifting of behaviours and habits. They guide the way toward healthier patterns of relating that build and uplift us all to achieve our goals at personal, familial, community and systemic levels.

## A FLEXIBLE APPRENTICESHIP PROGRAM TO EXPLORE YOUR PASSIONS AND DEEPEN YOUR PROFESSIONAL EXPERIENCE

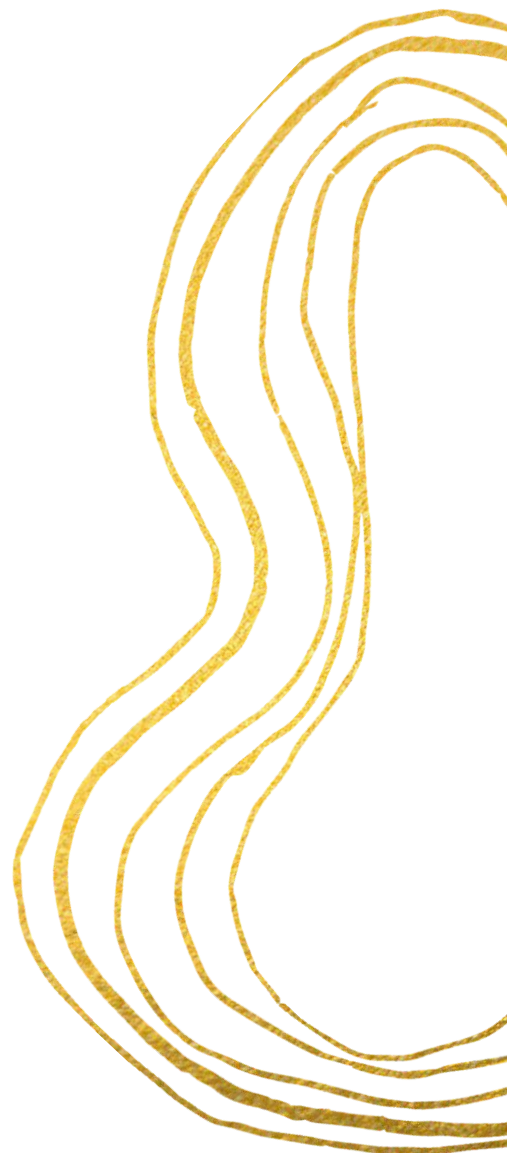
Facilitators of Change is a creative facilitation apprenticeship program that recognizes that the path toward being a changemaker looks and feels different for each of us. We offer flexibility and a diversity of opportunities for you to learn and explore.

**Expand and build upon your skills** and experience under the mentorship of our caring and committed facilitation team. See and feel yourself grow as you stretch outside your comfort zone and explore what it means to make change and inspire transformation.

**Thrive in a community of support** nurtured by your mentors and peers. Throughout your journey, you will have the opportunity to create meaningful connections with those around you sharing the same vision.

**Diversify your experience** in collaboration with other Apprentices in curriculum writing, workshop design, and practicing creative facilitation. When you feel ready, you will be welcomed into our facilitation circle at our IndigenEYEZ and kinSHIFT signature workshops and learn what goes into preparing, presenting and debriefing our programs.

IndigenEYEZ's vision is a network of changemakers for our collective wellbeing. Facilitators of Change is one of our ways to strengthen this network and share opportunities to be a part of our Indigenous-led facilitation team. After your mentorship, we look forward to exploring how you may continue your journey with us!



## JOURNEY AT YOUR OWN PACE

Life is in constant motion, within and around us. Facilitators of Change is designed to intertwine with your availability, passions and interests. Apprentice Facilitators can work up to 30 hours a month. Work may include training, take-home assignments and circles with mentors.

There are many factors to consider when taking on more responsibilities. In honouring our uniqueness and recognizing the diversity of our personal circumstances, IndigenEYEZ offers a sliding compensation scale in hopes you can join us on this journey while maintaining balance in all other aspects of your life.

### VOLUNTARY PARTICIPATION

*I'm in a position where I have the privilege of drawing from adequate sources of income to support myself and those who depend on me. I'm able to dedicate unpaid time towards professional development without sacrificing other income-generating opportunities.*

### PARTIAL COMPENSATION (STARTING AT \$16/HOUR)

*I'm in a position where I have some sources of income to support myself and those who depend on me. Partial compensation would allow me to dedicate time towards professional development without sacrificing other income-generating opportunities.*

### FULL COMPENSATION (UP TO \$30/HOUR)

*I'm in a position where I need to be compensated for my time so I can support myself and those who depend on me. Full compensation would allow me to dedicate time towards professional development without sacrificing other sources of income.*



# IndigenEYEZ

**Ready to inspire change?** Submit an **Expression of Interest** form today. If you prefer to present an oral submission, please email us a video or audio recording that includes responses to these questions.

For more information, connect with us at  
[inspire@indigenEYEZ.com](mailto:inspire@indigenEYEZ.com)