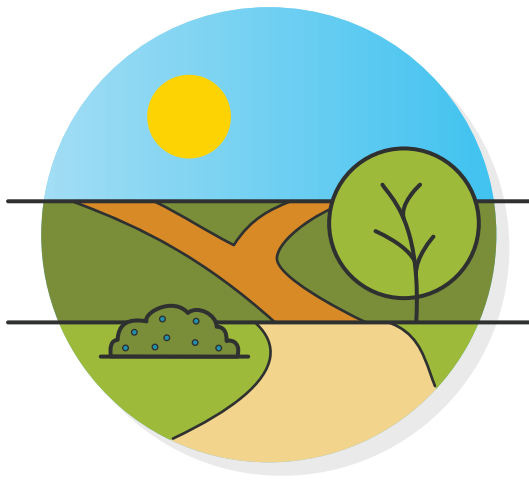


# Seeding Reconciliation on Uneven Ground

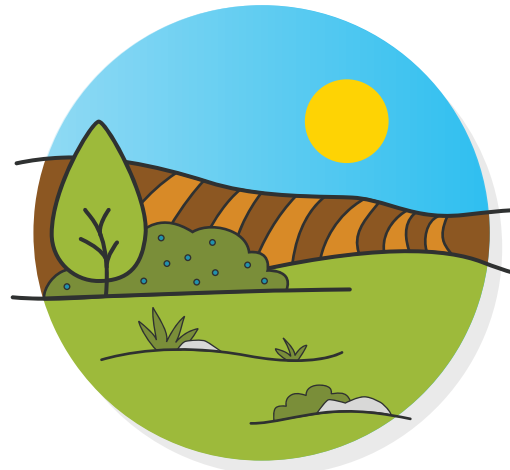
## The 4Rs Approach to Cross-Cultural Dialogue



### Getting There

#### Pathways to new relationships

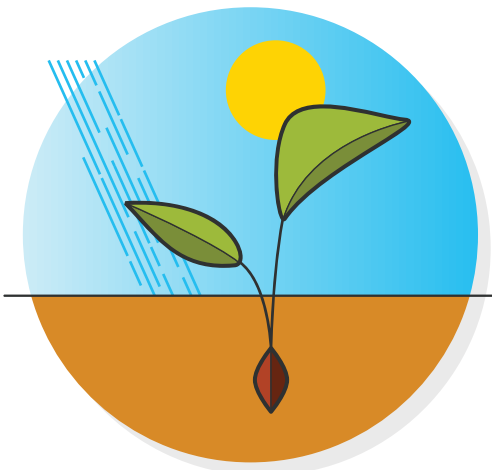
There are many paths that lead individuals to this work of reconciliation and cross-cultural dialogue. It is important to recognize that there is work to be done before entering new relationships. We are coming to these relationships on uneven ground, from a history of broken relationships that did not uphold foundations of respect or reciprocity. There are distinct differences in the paths taken by Indigenous and non-Indigenous people and we must honour the diversity of experiences in Indigenous communities, and non-Indigenous communities.



### Preparing the Ground

#### Restoring balance to the landscape of reconciliation

Since we are entering new relationships on uneven ground, we each need to understand how we relate our distinct histories and identities to this landscape. Everyone needs to reflect on their path here and build their readiness for dialogue; none of this work can be rushed. A healthier environment with more even ground requires investments in Indigenous youth and communities, so that they can enter dialogue in wholeness, on their own terms.



### Planting the Seeds

#### Growing leadership, relationships, & truths

There are several key elements to consider in growing something from seed. First, we need a foundation of nutrient-rich soil where relationships can take root: what we call safe(r) and brave(r) spaces for conversation. In these spaces, Indigenous youth, are leaders who have distinct voices and needs that must hold a place at the centre of our work. Coming to know the truth is also critical, acknowledging deep histories, modern context and the complexity of individual stories. Truth and leadership, like sunlight and water, is the energy that allows relationships to grow.



### Connecting Our Roots

#### Going deeper into dialogue

Once we have started to prepare the ground with some shared context, we can begin to go deeper into dialogue. This involves connecting what we have learned about history and context with our lived experiences. Neither relationships nor seeds can be neglected once they begin to grow; both take constant work and care to maintain. The need for a balanced foundation becomes clear as groups navigate the challenges of deeper conversation.



### Harvesting

#### Taking it home

Harvesting could be seen as the end goal, but in practice it takes a long time to get there. The food that we grow nourishes us and is medicine; it is not a product to be bought or sold. We grow it for the benefit of others and think of giving back to the Earth and our communities. In the movement towards reconciliation, we too must always ensure this clarity of purpose, while also saving seeds for the future. We nurture the garden so that it can take care of us in return.

#### Saving the seeds

