



We're excited to launch the 2026 Indigenous Relations Learning Curriculum for staff!

Live Classroom Learning

» **ləkʷəŋən Peoples: History, Philosophy, and the Impacts of Colonization**

[Click to learn more](#)

Class will cover the origins of the ləkʷəŋən peoples' lands, history and territory, core principles and cultural philosophy, and the effects of interactions between the ləkʷəŋən peoples and settlers. Sign up to attend in person or virtually.

April 30 **1:00 p.m.–2:30 p.m.**

» **Cultural Competency 101** [Click to learn more](#)

Learn about Indigenous history and culture, and reflect on myths, stereotypes, and privilege. Sign up to attend in person or virtually.

May 6 **1:00 p.m.–3:00 p.m.**

» **NEW! Paddling Together** [Click to learn more](#)

Learn about UNDRIP and the Truth and Reconciliation Commission of Canada's Calls to Action, and leave with a shared vision for what reconciliation can look like at the District. Sign up to attend virtually.

June 2 **9:00 a.m.–12:00 p.m.**

» **NEW! Orange Shirt Day** [Click to learn more](#)

Staff will gain an understanding of the history and ongoing legacy of the Indian Residential School system and its impacts on First Nations, Inuit, and Métis peoples. Sign up to attend in person or virtually.

Aug 27 **2:00 p.m.–3:00 p.m.**

» **Building Local Relationships**

[Click to learn more](#)

Learn about building relationships and reconciliation. Geared towards staff who took the Cultural Competency 101 class previously as well as staff whose work involves dealing with Indigenous communities. Sign up to attend in person or virtually.

Nov 4 **1:00 p.m.–3:00 p.m.**

Self-Paced Learning

Indigenous Canada online training program offered by the University of Alberta

[Click to learn more](#)

The program explores the different histories and perspectives of Indigenous peoples all around Canada including Indigenous-settler relationships, land claims, environmental impacts, legal systems and rights, political conflicts, Indigenous activism, and contemporary Indigenous life.

Click to start now. We will be covering the cost of completion certificates for the first 50 staff.

Book Club: We're reading 21 Things You May Not Know About the Indian Act by Bob

Joseph [Click to learn more](#)

Click to begin reading the book on E-link and join us in our discussion sessions to talk about our experiences and perspectives reading the book as well as our learning outcomes. If you need help accessing a copy of the book, email Mais.Hajij@saanich.ca. Book Club discussion sessions will be held virtually on:

June 17 **2:00 p.m. - 2:55 p.m.**

Oct 8 **11:00 a.m. - 11:55 a.m.**

Click here to email Mais.Hajij@saanich.ca and register

Spaces are limited so please RSVP as soon as possible.

[Click to view sessions by date](#)



We're excited to launch the 2026 Indigenous Relations Learning Curriculum for staff!

Experiential Learning

» Drumming Sessions

[Click to learn more](#)

Staff will have the opportunity to learn about drumming and what it represents to Indigenous people as well as learn and drum Indigenous songs. Sign up to attend in person.

April 7	8:45 a.m. - 9:15 a.m.
June 9	8:45 a.m. - 9:15 a.m.

» Community Lunch Volunteering

[Click to learn more](#)

Staff will have the opportunity to build relationships with Indigenous people as well as give back to the community.

April 10	11:30 a.m. - 1:30 p.m.
June 5	11:30 a.m. - 1:30 p.m.
Oct 9	11:30 a.m. - 1:30 p.m.
Dec 4	11:30 a.m. - 1:30 p.m.

» ɫəkʷəŋən Territory Tours [Click to learn more](#)

Staff will learn about the boundaries of the ɫəkʷəŋən territory as well as history and Indigenous stories about these lands we are on.

July 9	9:00 a.m.-1:30 p.m.
Sept 8	9:00 a.m.-1:30 p.m.
Oct 7	9:00 a.m.-1:30 p.m.

» NEW! Songhees Canoe Tour

[Click to learn more](#)

Led by [Songhees Tours](#), staff will gain a deeper understanding of the Songhees peoples' relationship to land and water through a guided cultural learning experience. Learn Indigenous water protocols and paddle techniques while paddling in a replica traditional canoe in Victoria's Inner Harbour. Sign up to attend in person.

July 14	10:50 a.m. - 1:00 p.m.
Aug 14	10:50 a.m. - 1:00 p.m.

» NEW! Songhees Walking Tour

[Click to learn more](#)

Led by [Songhees Tours](#), staff will learn about the location of ɫəkʷəŋən territory and deepen their understanding of the rich history and cultural significance of these lands, including the original stewards of the land: the Songhees and Xwsepsum Nations. Sign up to attend in person.

Sept 15	12:50 p.m. - 2:30 p.m.
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Click here to email Mais.Hajaij@saanich.ca and register

Spaces are limited so please RSVP as soon as possible.

[Click to view sessions by date](#)



Sessions by date

Tuesday, April 7, 2026	8:45 a.m. – 9:15 a.m.	Drumming Session
Friday, April 10, 2026	11:30 a.m. – 1:30 p.m.	Community Lunch Volunteering
Thursday, April 30, 2026	1:00 p.m. – 2:30 p.m.	ləkʷəŋən Peoples: History, Philosophy, and the Impacts of Colonization
Wednesday, May 6, 2026	1:00 p.m. – 3:00 p.m.	Cultural Competency 101
Tuesday, June 2, 2026	9:00 a.m. – 12:00 p.m.	Paddling Together
Friday, June 5, 2026	11:30 a.m. – 1:30 p.m.	Community Lunch Volunteering
Tuesday, June 9, 2026	8:45 a.m. – 9:15 a.m.	Drumming Session
Wednesday, June 17, 2026	2:00 p.m. – 2:55 p.m.	Book Club Discussion Session
Thursday, July 9, 2026	9:00 a.m. – 1:30 p.m.	ləkʷəŋən Territory Tour
Tuesday, July 14, 2026	10:50 a.m. – 1:00 p.m.	Songhees Canoe Tour
Friday, August 14, 2026	10:50 a.m. – 1:00 p.m.	Songhees Canoe Tour
Thursday, August 27, 2026	2:00 p.m. – 3:00 p.m.	Orange Shirt Day
Tuesday, September 8, 2026	9:00 a.m. – 1:30 p.m.	ləkʷəŋən Territory Tour
Tuesday, September 15, 2026	12:50 p.m. – 2:30 p.m.	Songhees Walking Tour
Wednesday, October 7, 2026	9:00 a.m. – 1:30 p.m.	ləkʷəŋən Territory Tour
Thursday, October 8, 2026	11:00 a.m. – 11:55 a.m.	Book Club Discussion Session
Friday, October 9, 2026	11:30 a.m. – 1:30 p.m.	Community Lunch Volunteering
Wednesday, November 4, 2026	1:00 p.m. – 3:00 p.m.	Building Local Relationships
Friday, December 4, 2026	11:30 a.m. – 1:30 p.m.	Community Lunch Volunteering
Ongoing	Ongoing	Indigenous Canada - Certificate

Click here to email Mais.Hajaij@saanich.ca and register

Spaces are limited so please RSVP as soon as possible.

Click to view session descriptions

Live Classroom Learning

Cultural Competency 101

Purpose

The purpose of this training is to:

- Provide staff with knowledge of Indigenous histories, cultures, rights, and contemporary issues, as well as the impact of colonization and the need for reconciliation.
- Help staff understand Indigenous People's experiences with discrimination and stereotyping and provide them with tools and practices to address stereotypes and myths when heard within their workplace and personal lives.

Trainers

We are pleased to have [Indigenous Perspectives Society \(IPS\)](#), a local charitable and not-for-profit social enterprise that offers specialized training and consulting services to help foster a deeper understanding of Indigenous perspectives, cultural differences, and the need for self-determination.

Learning Outcomes

- Develop a clear understanding of residential school history and the continued impacts of colonization.
- Understand the inter-generational impacts from the loss of traditional culture experienced by Indigenous peoples.
- Engage in reflection on how privilege and stereotypes impact work and relationships.
- Identify where decision-making opportunities in the workplace can be affected by assumptions and bias and build ways for addressing stereotypes and myths within our daily lives.

Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajajj](#) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Building Local Relationships

Purpose

The purpose of this training is to:

- Provide staff with effective communication techniques that enable them to engage thoughtfully with local leaders, stakeholders, and community members as well as practical tools for identifying and fostering collaborative opportunities that promote shared goals and contribute to the long-term well-being of local communities.
- Encourage participants to reflect on their roles in reconciliation and community engagement, promoting meaningful progress toward understanding, allyship, and support for Indigenous communities.

Trainers

We are pleased to have Indigenous Perspectives Society (IPS), a local charitable and not-for-profit social enterprise that offers specialized training and consulting services to help foster a deeper understanding of Indigenous perspectives, cultural differences, and the need for self-determination.

Learning Outcomes

- Develop skills for open, respectful, and effective communication, learning how to engage with Indigenous community members in a manner that builds trust and mutual respect.
- Identify how working from a place of sharing values positively influences decision making and relationship-building.
- Deepen understanding of the importance of Reconciliation Plans, the TRC's Calls To Action, DRIPA and UNDRIP.
- Identify an ally's role and provide actionable ideas for building intercultural relationships.

Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email Mais Hajajj to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

ləkʷəŋən Peoples: History, Philosophy, and the impacts of Colonization

Purpose

The purpose of this training is to:

- Provide staff with knowledge of the origins of the ləkʷəŋən peoples' lands and understand traditional territories and the beginning of what is now known as the Songhees Nation.
- Help staff understand the core principles that shape the cultural philosophy of the ləkʷəŋən peoples, including their deep connection to land, community, and the natural environment.
- Equip staff with understanding about the effects of interactions between the ləkʷəŋən peoples and settlers including the impact of the Indian Act and the devastating effects of alcohol addiction.

Trainers

We are pleased to have Mark Albany who is from the Songhees Nation. Mark is a social worker, knowledge keeper and educator. For many years, Mark's work has focused on raising awareness of the effects that colonization has had on the ləkʷəŋən peoples and their traditional lands.

Learning Outcomes

- Gain knowledge of the ləkʷəŋən peoples' historical presence in the Greater Victoria area, including their relationship with the land, trade networks, and early interactions with European explorers and settlers.
- Understand the foundational values and philosophies of the ləkʷəŋən people, including their deep spiritual connection to the land, community-based governance, and cultural practices that emphasize sustainability and reciprocity.
- Learn about the profound and long-lasting effects of colonization on the ləkʷəŋən people, including the forced displacement, loss of land, and the imposition of Western education and legal systems.
- Reflect on how individuals and organizations can support Indigenous communities, contribute to reconciliation efforts, and foster respectful relationships with Indigenous peoples, particularly the ləkʷəŋən peoples.

Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajaj](mailto:Mais.Hajaj) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Paddling Together

Purpose

The purpose of this training is to:

- Support networking and team building by bringing staff together in a collaborative learning environment focused on reconciliation.
- Support planning by guiding the group to create a shared vision, establish goals and agreed-upon values, and identify practical next steps to advance reconciliation within the District.

Trainers

We are pleased to have Kathi Camilleri from the [Village Workshop Series](#). Kathi is of Métis/Cree and Irish ancestry. She has a Master's Degree in Leadership Studies from Royal Roads University. Her 26-year career has been in Aboriginal Mental Health and private consulting and facilitation. She has facilitated workshops in communities throughout Canada to rave reviews.

Learning Outcomes

- Leave with a clearer shared vision for what reconciliation can look like in the District's workplace culture, programs, and service delivery.
- Develop a practical plan that outlines how the organization can step more fully into reconciliation including priorities, roles, and next steps.
- Gain a deeper understanding of UNDRIP and the Truth and Reconciliation Commission of Canada's Calls to Action, and reflect on how these apply to municipal operations and decision-making.

Location and Registration

Training is provided virtually via Teams. Please email [Mais Hajajj](#) to sign up. This event is open to all staff members.

[Click to view session descriptions](#)

Orange Shirt Day

Purpose

The purpose of this training is to:

- Provide staff with a shared understanding of the history and ongoing legacy of the Indian Residential School system and its impacts on First Nations, Inuit, and Métis peoples, families, and communities.
- Create a safe and respectful learning space for staff to reflect on the meaning of Orange Shirt Day and the National Day for Truth and Reconciliation, and to consider how this learning connects to our roles at the District.

Trainers

We are pleased to have Eddy Charlie and friend Kristin Spray from [Victoria Orange Shirt Day](#). For years, Eddy and Kristin have worked to raise awareness about residential schools and honour survivors and their families. In 2015, Eddy and Kristin initiated Victoria Orange Shirt Day and have continued to bring the event to Greater Victoria ever since.

Learning Outcomes

- Gain a deeper understanding of the history, purpose, and intergenerational impacts of residential schools including the ongoing effects on individuals, families, and communities today.
- Develop greater empathy and respect for Indigenous lived experiences and perspectives, and recognize how the legacy of residential schools can shape interactions.
- Strengthen staff capacity to engage in respectful and informed conversations about truth, reconciliation, and cultural safety including the ability to listen, reflect, and challenge assumptions constructively.

Location and Registration

Training is provided in-person at the Kirby Room on the ground floor at the Police Department as well as virtually via Teams. Please email [Mais Hajajj](#) to sign up. This event is open to all staff members, but please note that seats are limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Self-Paced Learning

Indigenous Canada Training by the University of Alberta

Purpose

The purpose of this training is to:

- Offer an in-depth exploration of the diverse histories and worldviews of Indigenous peoples in Canada, including their cultural traditions, spiritual practices, and relationships to the land.
- Equip participants with the knowledge to engage meaningfully in reconciliation efforts, recognizing the importance of Indigenous rights and the need to address historical injustices.

Learning Outcomes

- Gain a broad understanding of the diverse histories, traditions, and worldviews of Indigenous peoples in Canada.
- Critically analyze the effects of colonization on Indigenous communities, including policies such as the Indian Act, residential schools, and other colonial practices that continue to shape Indigenous experiences today.
- Learn about the current social, economic, and political challenges faced by Indigenous communities, including issues related to land rights, governance, health, and education.
- Develop greater cultural awareness and sensitivity, learning how to engage respectfully and thoughtfully with Indigenous peoples, cultures, and knowledge systems.
- Become equipped with the knowledge and skills to support meaningful actions toward repairing historical injustices and fostering respectful relationships.

Certification

While the training program is free of charge, we will be covering the cost of completion certificates for the first 50 staff members. Please email [Mais Hajaj](#) once you've completed the program and want your certificate to be issued.

[Click to view session descriptions](#)

Book Club: 21 Things You May Not Know About the Indian Act, Helping Canadians Make Reconciliation with Indigenous Peoples a Reality, by Bob Joseph

Purpose

The purpose of this book club is to:

- Provide a foundational perspective on the Indian Act including its origins, intent, and how it shaped and continues to influence many aspects of Indigenous peoples' lives in Canada.
- Create a forum for open discussions where staff can share their thoughts, reflections, and insights while unpacking the themes and lessons from the book in a safe and supportive environment.

Learning Outcomes

- Gain a clearer understanding of the Indian Act and key concepts it introduced or reinforced (e.g., status, imposed governance structures, and control over reserve lands).
- Understand and reflect on the long-lasting and intergenerational impacts of colonial policies on Indigenous communities including social, cultural, political, and economic impacts.
- Develop greater empathy and respect for Indigenous perspectives and lived experiences.
- Strengthen skills in engaging in respectful and meaningful conversations about complex issues related to Indigenous relations and reconciliation including the ability to listen, share perspectives, and challenge assumptions.

Location and Registration

Discussion sessions are available virtually via Teams. Please email [Mais Hajajj](mailto:Mais.Hajajj) to sign up. This event is open to all staff members.

[Click to view session descriptions](#)

Experiential Learning

ləkʷəŋən Territory Tours

Purpose

The purpose of this tour is to:

- Provide staff with knowledge about the location of the ləkʷəŋən peoples' territory and deepen their understanding of the rich history and cultural significance of these lands.
- Offer a unique perspective on life on these lands both before and after colonization, enabling staff to learn directly from local Indigenous voices and histories.

Tour Guide

We are pleased to have Mark Albany who is from the Songhees Nation. Mark is a social worker, knowledge keeper and educator. For many years, Mark's work has focused on raising awareness of the effects that colonization has had on the ləkʷəŋən peoples and their traditional lands.

Learning Outcomes

- Gain a deeper understanding of the cultural significance of various locations within the ləkʷəŋən territory, including their roles in community gatherings, traditional practices, and historical events.
- Learn about the effects of colonization on the ləkʷəŋən peoples including changes to their way of life, land use, and cultural practices.
- Develop greater empathy and respect for the challenges faced by Indigenous communities and the importance of their cultural heritage.

Location and Registration

The tour is held in-person around the ləkʷəŋən territory including PKOLS (Mount Douglas Park), Cadboro-Gyro Park, Willows Beach, Beacon Hill Park, Songhees Point, and Craigflower-Kosapsum Park. Please email [Mais Hajaj](mailto:Mais.Hajaj) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Community Lunch Volunteering

Purpose

The purpose of this tour is to:

- Create a space for meaningful interactions, relationship-building, and cultural exchange in a welcoming environment.
- Support Indigenous-led efforts to promote wellness and social cohesion within the community, as well as practice active allyship by acknowledging the importance of Indigenous-led spaces and initiatives and offering support in a meaningful way.

Learning Outcomes

- Develop the ability to communicate respectfully and effectively with individuals from diverse backgrounds, particularly within Indigenous communities.
- Understand the significance of participating in Indigenous-led initiatives as part of the larger reconciliation process, recognizing the value of allyship.
- Feel more connected to the local Indigenous communities and cultures.

Location and Registration

In-person at the Gym at [Victoria Native Friendship Centre](#) (231 Regina Avenue). Please email [Mais Hajaj](#) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Drumming Sessions

Purpose

The purpose of this tour is to:

- Introduce staff to the significance of drumming in Indigenous cultures, exploring its historical and contemporary roles in ceremonies, storytelling, and community bonding.
- Honor and respect Indigenous traditions by participating in a practice that is deeply rooted in cultural heritage, acknowledging the importance of preserving and revitalizing these traditions.

Learning Outcomes

- Gain insights into the historical and contemporary roles of drumming in Indigenous cultures, including its importance in ceremonies, storytelling, and community gatherings.
- Experience the meditative aspects of drumming, fostering a sense of mindfulness and presence that can contribute to improved mental well-being.
- Cultivate empathy and emotional connection with others, fostering a sense of community and shared experience.
- Deepen appreciation for Indigenous music and cultural practices, recognizing the value of preserving and honoring these traditions.

Location and Registration

Drumming sessions are held in-person at the Kirby Room on the ground floor at the Police Department. Please email [Mais Hajaj](mailto:Mais.Hajaj) to sign up. This event is open to all staff members, but please note that availability is limited, so please RSVP as soon as possible.

[Click to view session descriptions](#)

Songhees Canoe Tour

Purpose

The purpose of this tour is to:

- Provide staff with an opportunity to connect with local Indigenous history and culture by stepping into a replica traditional canoe and paddling the ancestral waterways of Victoria's Inner Harbour.
- Offer a unique perspective on life on these lands both before and after colonization, enabling staff to learn directly from local Indigenous voices and histories.

Tour Guide

We are pleased to work with [Songhees Tours](#), a local Indigenous-owned and operated tour provider.

Learning Outcomes

- Gain a deeper understanding of the Songhees peoples' relationship to land and water through a guided cultural learning experience.
- Learn and practice foundational Indigenous water protocols and paddle techniques while paddling in a replica traditional canoe in Victoria's Inner Harbour.
- Hear and reflect on teachings, stories, and songs passed down for generations, and understand how these teachings support the continuation of living culture and local histories.

Meeting Details

- Time: 10:50 a.m.
- Location: next to the Canada sign, Wharf street, Inner Harbour, 812 Wharf Street, Victoria, BC Canada.

Things to Note

- Life jackets are provided and are mandatory for the experience.
- Please wear sturdy footwear and bring a windbreaker/jacket, sunscreen, and a head covering/hat.
- We recommend carpooling, as parking is limited around the Inner Harbour.
- Remember to bring water to stay hydrated throughout the tour.

[Click to view session descriptions](#)

Songhees Walking Tour

Purpose

The purpose of this tour is to:

- Provide staff with knowledge about the location of ɫəkʷəŋən territory and deepen their understanding of the rich history and cultural significance of these lands, including the original stewards of the land: the Songhees and Xwsepsum Nations.
- Offer a meaningful introduction to local Indigenous history and living culture by visiting key Indigenous landmarks and learning directly from local Indigenous guides through cultural teachings, language, and stories connected to each site.

Tour Guide

We are pleased to work with [Songhees Tours](#), a local Indigenous-owned and operated tour provider.

Learning Outcomes

- Gain a stronger understanding of ɫəkʷəŋən territory including who the local Nations are (Songhees and Xwsepsum) and the ongoing stewardship and care of the land.
- Learn about local Indigenous history, language, and cultural teachings through stories tied to key landmarks and sites.
- Increase awareness of living traditions by engaging with local perspectives and understanding how culture, history, and identity continue in the present.

Meeting Details

- Time: 12:50 p.m.
- Location: next to the Canada sign, Wharf street, Inner Harbour, 812 Wharf Street, Victoria, BC Canada.

Things to Note

- Please wear sturdy footwear and dress for the weather.
- We recommend carpooling, as parking is limited around the Inner Harbour.
- Remember to bring water to stay hydrated throughout the tour.

[Click to view session descriptions](#)