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Jade Pichette (they/them): I'm Jade Pichette, They them.

Erin Davis (she/her): And I'm Erin Davis and I use the pronouns. She and her.

Jade Pichette (they/them): Welcome to uncovering belonging,

Erin Davis (she/her): a podcast that explores the professional and personal stories of

Erin Davis (she/her): unique voices of what it means to belong

Jade Pichette (they/them): and the journey to finding our authentic self.

Jade Pichette (they/them): Welcome back to Uncovering Belonging. I'm Jade Pichette.

Erin Davis (she/her): And I'm Erin Davis.

Erin Davis (she/her): You might've noticed that there's been a gap since we last brought you an episode. In fact, it's been nearly a year since we recorded part one of our conversation with grandmother Kim Wheatley.

Jade Pichette (they/them): Yeah, a lot has happened over the past year and we wanted to take a moment to acknowledge that.

Erin Davis (she/her): Absolutely, you know, life gets in the way and the insights and wisdom shared by grandmother Kim are timeless. And we believe that her message is just as relevant today as when we first recorded them.

Jade Pichette (they/them): So thanks for sticking with us. We're excited to finally bring you part two of this important conversation.

Erin Davis (she/her): And as always, we hope you find this discussion as enriching and enlightening as we did. Let's get started.

Kim: You know, as a person of colour, I am immediately judged. and even in the educational system or the medical system or the policing system, I know that I'm racialized all the time.

Kim: There's this assumption, just looking at me without even hearing me speak, that I am somehow less than.

Jade Pichette (they/them): Hmm

Kim: And I don't believe in that. The brilliance of this country,

Kim: the relationship we've had for thousands of years, puts us in a place of excellence. We have so much to offer. And just think how much different this country could be. It could truly be inclusive. It could truly embrace diversity. It could truly be a space where you could be safe. I don't feel safe in this country. I feel like I'm a target in lots of ways.

Jade Pichette (they/them): Yeah.

Kim: And I'm tired of that.

Kim: So this challenge of feeling unsafe, this challenge of wading through ignorance, this challenge of trying to spoon feed others so that you can just begin to even feed the seeds that I'm giving you, is labor intensive, it's a huge emotional load that I have to carry, and I can't see it diminishing anytime soon,

Kim: right? All businesses are built on these colonial structures and values. and their retention of employees is, all over the place. People are just leaving because they don't see themselves, they don't feel safe, they're experiencing the same things I'm experiencing.

Kim: So in the diversity, equity and inclusion, somebody like me is a bit of a benefit because those people who are working in that space can actually come out and say, well, I feel racialized. I feel like you guys are not including me in a meaningful way, so I'm gonna take a lot of sick days and then I'm gonna eventually just leave.

Kim: But I'm a guest speaker, you're paying me to come in. I'll, say those things. And then I get to leave, right?

Jade Pichette (they/them): Yeah.

Kim: But I get to speak a truth, maybe on behalf of not just Indigenous people, but people who are going through struggles based on common human inequities and challenges and ignorance.

Jade Pichette (they/them): So some of the many many things that I'm getting out of this discussion are, the issues that we see in terms of, individual settlers not seeing themselves as being part of the process or having a responsibility to the process or even understanding the concept, which has less application in BC, but for most of the country that we're all treaty people, and what that actually means and the actual impact of that.

Kim: Hmm.

Jade Pichette (they/them): I'm also hearing about kind of some of the on-going legacy of colonialism that I think people don't realize is still the case today. And, as a result, people are just homogenized into what an Indigenous person is, without recognizing the humongous amounts of diversity and nations from coast to coast. to coast. And-

Kim: True.

Jade Pichette (they/them): Um, I'm hearing, , these many layers of ongoing colonization, the fact that people aren't stepping up, and they aren't listening, they aren't really listening.

Kim: Yeah.

Jade Pichette (they/them): Often when we have these spaces, there's a tokenistic listening that happens where, " Okay, I'll listen to your story, but then I won't take it out the door." it, It'll that moment of, " that an interesting discussion," or, "That was very inspiring without saying, "Okay, now what am I required to do with this information?"

Jade Pichette (they/them): And how am I going to take it forward?

Kim: Yeah.

Jade Pichette (they/them): So, what are some things that you found have actually had that like positive impact where you see them taking it beyond just

that was an interesting or inspiring discussion to one where this is something where we are making change.

Kim: Such a great question, Jade. You know, I just wanna step back in some of the comments you made for a moment. You know, people talk about treaties and there's still this perception that that's a Native thing, but it's a Canadian thing because are recognized in the Canadian Constitution as First Nations, Métis, Inuit people which means that Canadians have an agreement or a relationship and a responsibility to us.

Kim: So it's not one-sided. This is a two-sided relationship.

Jade Pichette (they/them): Yeah.

Kim: And so that means you have to do your work, right? And when we go along this path of reconciliation, this is not Indigenous work. This is Canadian's work. We did nothing. We didn't cause harm. We received harm. even the word reconciliation is a bit deceiving because really it should be restitution.

Kim: I've heard many elders say this. Where Canadians need to make it right. They need to take responsibility, get over their elders emotional fragility and just say, okay, what can we do? And then actually do something. So that leads us to answering the question you have. The other thing I wanted to say is we've had 150 years of cultural genocide.

Kim: And so many of our people within our communities, they're not on their path of healing yet. They're not well, they're not whole and complete. And so when they're being asked to step forward and, help educate people, sometimes it's not always the best experience . Sometimes they're not coming from a place of being fully informed based on their own healing work themselves.

Kim: And so, the harms get magnified and the, divide gets greater. And then people do leave like, "Well, that was a sad story, but I'm leaving." And, you know, "I hope you find your healing." And they don't actually move forward. Where I've seen some successes in moving forward is when people come to our events, when they actually see us and humanize us.

Kim: They humanize the story, they humanize the faces, they humanize the diversity, and they get to see us in not just sad situations or in struggles or in defiance of what Canada decides are the rules. They get to see us perhaps at a powwow. Everybody loves a powwow. Those are like festivals. And you get to

see dancers and drummers and singings and teachings and food and art and just the richness and the beauty of who we are.

Kim: You know, some listeners may cringe, "Oh, she talked about Powwows.

Kim: We're more than Powwows." Yes, we are. But Powwows is something that people can easily research, and then it could be the doorway into all of the other options that would be available.

Kim: And it feels good. It's welcoming. It's fun. It's educational. It has all these kind of points of contact based on what you're ready for. And then you leave better than when you came. Uh, Sometimes people will come to our events where we're trying to share a way of re-engaging with our Mother the Earth that is not tree hugging an animal worshiping, It's actually doing something. So a good example of that is water walking, right? Water walks or prayers for the water. It's not walking on water. It's actually praying for all bodies of water because water is life. So how do we do that? We come together in these big groups. We sing songs. and We carry water and we offer prayers.

Kim: And the Great Lakes Water Walk in 2017 that I helped to lead, we saw a thousand people come out on one of the hottest days of the year, of all ages, all races, all religious practices, and come to, you know, the shores of Lake Ontario and offer prayers in their languages, in their custom. and it was a beautiful, seamless weaving together of who we are in a contemporary sense, bringing historical knowledge forward and historical practice with a contemporary application that was universally inclusive.

Kim: Those kinds of things are where I see some real major progress. Because subsequent to that are invitations to come and speak about how long have you been a water walker? Why is water important? How is this a living being? What are the teachings connected to that? Can you um, see how your teachings are connected to our teachings?

Kim: Uh, you know, these kind of weaving together of commonalities, finding our commonalities is powerful, but not losing ourselves in the identity sharing is really important. And so another thing where I see a success is when people remember you can't speak for us. We're still here. Let us speak for ourselves.

Kim: And if you're going to speak about us, to identify who you're speaking about, use a name, use a nation, authenticate where this is coming from, not just I met this Indigenous woman and she said this, right? I met grandmother Kim

Wheatley and, and she shared this at this event, " Name names because then it validates that you're not just inserting your own idea and concept."

Kim: And so I see success in that. And in, academic realms, they're now accepting orality as an acceptable citation as long as you name names, location, dates and all that kind of stuff. So I see some growth in that area. I also see a big upswing in all kinds of organizations from environmental to social to economic to federal, provincial , outreach to culturally sensitize their organizations or at least become aware.

Kim: Like just come and speak, you know, do a lunch and learn or do an actual multi-faceted teaching and integration so that not just diversity, equity, and inclusion, but the populace. at different levels, get some awareness of this. So maybe it's the management, and then it's, the frontline workers, and then it's the secretaries and the janitors and all of those.

Kim: And I see that in lots of different organizations, because I've been invited to do that. So I see success happening there. What I think people need to do is recognize that they have the power to do something,

Kim: You can join a virtual event, you can go to a physical building, you can write the Prime Minister and demand fresh, clean drinking water for all Indigenous people. Even if you've never met one of us. You know, it's free to pop a letter in the mail. You don't have to put a stamp on that letter. And they have to read every letter and they have to save every letter.

Kim: I mean, you can bring it down to bare bones simplicity in terms of action oriented impacts, and it's not just water, right? It's the injustice. It's the colonial way of going along and dismantling the challenges, the inequities, the oppressions, the silencing that we continue to experience in a country that is our home.

Kim: We're not going anywhere. We're gonna continue to be here. We're gonna continue to challenge. We're going to continue to gather. We're gonna continue to be who we are. And Canadians need to stop being afraid. They need to get to know us by coming to our events, by listening us speak, by reading what we write, by you know, doing something like this.

Kim: I mean, what you are doing right now, giving me an opportunity to speak to an audience I might never tap into. This is powerful. This is change making. You're walking your talk. you're doing something based on a passion that is broad and inclusive

Kim: and when we do that, not only do we humanize who we are, but we actually naturally gravitate towards inclusivity,

Kim: and we naturally embrace diversity. And-

Jade Pichette (they/them): Agreed.

Kim: -feel mixed feelings about "DEI". I don't like when anything becomes an acronym. I always think we're going down that slippery slope of dehumanizing and disconnecting from why this even came up in the first place.

Kim: So these catchphrases make people comfortable and businesses are quick to absorb them. But they're not really good at delivering at the other end of, you know, the meat and potatoes that we need. We don't need snacks and appetizers. We need the meat and potatoes. does this mean? We need to see it, feel it, and, be able to share it, with everybody and hold people accountable for that as well.

Kim: So a lot of passion about that, because it's such a quagmire, but such a good question. And I wanna see change. This is why I do what I do. This is why I speak. This is why I push people to listen and to invite me. You know, people don't always open the door. I knock on the door and say, "Hey, have you had an Indigenous speaker?"

Kim: Here I am. I can talk about this." And I never let them pigeonhole me. You know, never. I'm not only gonna talk about water as a water walker. I'm not only gonna talk about our history, you know, as a traditional grandmother who gives cultural sensitization. I'm gonna talk about everything. I can talk about anything within our realms, because where I see Canadians at at this time is they're at Indigenous 101. They're still at kindergarten level. They're not ready for the deep dive yet. There are people who are doing the deep dive, and when they try and talk publicly, we can't digest it, because we don't have the foundation. So I'm gonna continue helping to root and nurture the foundation so we can do the deep dives.

Kim: And through the deep dives, we may see the changes that we actually need to experience, not just for Indigenous people, but for all people in this country, because we all win when that happens. I truly believe in that.

Jade Pichette (they/them): So I'm hearing, so much about humanization, and making sure that we avoid those processes, and acronyms that dehumanize us

and disconnect us from that human connection. And I think as we're doing this work, it's, really about that connection.

Jade Pichette (they/them): You know, coming to, a powwow or a, water walk. Listening. Taking that away, doing something that has been suggested by, the knowledge keeper, that is sharing knowledge in that moment, then bringing that person into your work and saying, this person's going to be paid, we're going to have, some intentions set around how we are going to engage afterwards, and really kind of creating a foundation to build upon, for future growth.

Kim: I love what you said, I think, emphasis on paying

Kim: It's brilliant that you said that. The expectation is we're being provided an opportunity that should be enough. But the level of expertise you can't get anywhere else. So of course you have to pay and pay us like you would any consultant.

Kim: You know, it's like a donation or a little honorarium here and there. This is unique access to wisdom and knowledge that comes from our people, through our people. So be prepared to embrace us, in the financial realms. You gotta have a budget line for us.

Jade Pichette (they/them): Yeah the budget line is something that, shouldn't be an afterthought, but should be a pre-thought and for us

Jade Pichette (they/them): we always see it as, not just payment for the time, but from our perspective at Pride Work Canada, it's also a recognition of the amount of work that, people have done to be able to be coming into that space, into that door.

Jade Pichette (they/them): and I could go on about the importance of payment, but I wanna throw it over to Erin.

Erin Davis (she/her): Yeah,

Erin Davis (she/her): Thanks, Jade and, I'm wondering , from your perspective, are we missing anything that can help us to really, really impact change?

Kim: Hmm... so I'm thinking deeply about your question because I have a variety of responses. My first response is always emotional, because it affects our sense of belonging. It affects every component of who we are. And I look at the Truth and Reconciliation Report presented to the public in 2015,

Kim: and the uptake, hopefully, we thought was clear, with 94 calls to action. Pick one and champion it is what I always say to any organization or business or anybody who reaches out to me who's asking how can we walk that path. Well which one are you championing? Oh we haven't read it. Oh, ' so start there and then pick one.

Kim: and then you look at kind of the example from the top down if you're looking at the hierarchy of Canada. When it comes to the feds, they've only managed to work their way through three of those since 2015. So it's certainly not a fast process. And when you listen to the words of somebody like Justice Murray Sinclair who said, "It took us 150 years to get where we're at.

Kim: It'll probably take 150 years to get where we need to go." And the avenue is through education, right? This is how all of this great harm that's being uncovered is finally coming to light. And so maybe that's the place where we need to center our focus.

Kim: It's hard to give just one response. But, you know, emotionally triggering is, I don't think we should be doing this fast.

Kim: I think we should be doing it well.

Kim: .

Kim: And post COVID, we understood that relationality is very important. Having, you know, two years of not being able to freely access each other was horrible for many people across the world. But for Indigenous people, it's just like, well, this is what our life has been like, you know, welcome to a res. Not having access to things, not having freedoms. This is our life. This is our everyday lived life. So, personally speaking, I didn't think it was that big a deal, you know, but then I'm not running a business and the whole commodification of everything that's considered a resource in this country is a crime. It's a crime against, our earth, the mother.

Kim: It's a crime against the space in place we all need to live, thrive and survive in. And it is

Kim: a massive slippery down slide to the ultimate degreening of the world. So this is why I keep talking about humanizing, right? We have to remember who we are in right relation to all that supports us. That will keep us on the right road of connection. That will take us to where we need to go in terms of healing and connection and understanding and continued growth.

Kim: And you don't wanna grow with some sort of a cancer inside of you.

Kim: You wanna grow in a way that enables you to hold a sense of responsibility. And I talk about the four Rs, right? Relationship, respect, responsibility, and reciprocity. And if we could go from those four foundational Rs and remember that these are universal teachings. So, you know, the morals and the teachings that we have as Indigenous people that direct us and kind of guide us in how we're going to interact, they're reflected in all cultures around the earth.

Kim: Being a good human, here, is being a good human being anywhere on earth. So I don't know if that's answering your question 'cause I think I got down my rabbit hole a bit 'cause there's, this is such a broad discussion and opportunity for listeners to get propelled into some sort of action moving forward.

Kim: Don't just listen to this. You know, once this s podcast is over what are you gonna do?

Erin Davis (she/her): How do we,

Erin Davis (she/her): How do we help our listeners think a bit deeper about that?

Erin Davis (she/her): Because I see practitioners like myself, I will come in and talk about diversity, equity, and inclusion, and reference the work that needs to be done around reconciliation. And I will always bring forward the opportunity for those individuals to come in and share their story. But these two bodies of work are quite often seen as two separate things inside of organizations. So what are your thoughts on that?

Kim: Yeah, that's, that's a, deep dive question as well, because the systemic changes don't support the actual work needed. So you hear this word a lot of "decolonizing" and I don't believe in that word. I know it's being used in academic realms and it's starting to be used in social realms a lot. But how do

you decolonize any organization when the entire country is built, on colonial frameworks?

Kim: You can't dismantle an entire country and you also can't get to bridging because if you bridge, then each side has to give up something and the colonial side won't give up anything. We've seen this historically. We see it in a contemporary sense. So where is the bridge? One side is giving up something to try and fit into a mold that doesn't work, right?

Kim: It's like putting that round peg in a square hole and oh, no matter which way you turn it, it just doesn't fit. So I love the idea of the Two Row Wampum belt and, you know, the kind of colonized and Indigenous, Traveling side by side, not interfering in each other's affair, but coexisting in a harmonious way that is respectful, that is, equally beneficial.

Kim: That is, accepted as a normalized, part of the way that we do things. And I think it's more truthful thinking about it in that conceptual way because we are sovereign citizens in this country. We have our own rights, we have special, you know, special rights because we are sovereign in this country.

Kim: No other people from any place on earth can come here and claim that. So we do need to travel along and we need to really focus, inwardly on our own needs, but be supported externally for that because of the, you know, the historic crimes committed against entire nations of people. So I hear what you're saying about the perception that yes, you could bring an authentic voice speaker and then you could, you know, recommend works and they're seen as separate little pegs in that board.

Kim: How do you, uh, deconstruct or reconstruct that meaningfully? I think maybe stepping aside outside of judgment realms and really stepping into, um, heart-centered choices and allowing people to go from what we call the longest journey, your head to your heart, and just knowing that it's the right thing to do and doing what is right and how do you gauge that?

Kim: How do you measure that? How does somebody feel? What are people saying? What's their reflections? are they asking for more? and through that way you're not, you're circumventing the structure in some ways in how something is delivered, but you're actually, um, empowering the structure. By providing these alternative ways of, you know, engagement or learning or seeing whatever it may be.

Kim: And I think that's what I do. I think when I come in, I'm irreverent about the structure. I don't care about the structure. I'm coming with my heart open. I'm inviting you to open your heart. I'm gonna take from my heart and place in your heart. The truth is I know it. And encourage you just to uplift yourself meaningfully.

Kim: And so that would be in your personal circles. That would be in your work circles or your professional realms, your networks, your social circles, however it may be. Now how powerful is that seed? Well, you choose because you have a gift that is unique to you, which is free will. And so every day you wake up with you and that's your whole life walk.

Kim: You're gonna be with you for your whole life. So what are you gonna do with that? Are you gonna continue to say, I'm powerless, I don't have a voice, I don't make a difference. We were all grains of sand on a beach of change. Every grain is powerful. Collectively they become even more so, and maybe you don't know who else is doing what you're doing, but if you get a calling, if you feel a pull, if you feel passionate about something, chances are that's the right thread to follow.

Kim: And that's where you're going to make a difference. This whole conversation about, you know, decolonizing seems so big that most people, they can't take- it's not, it's not a bite, you know, it's this gargantuan, I can't even get my mouth around it thing. And if you break it down into little digestible bits and you do it on a consistent basis, that's where you see the changes permanently rooting themselves.

Kim: And, and the beautiful thing about roots is they interconnect where we don't see it. You have to dig up the earth to see the connections. It's the same with our connections when we make them with each other. Yes, it's nice to find the word clothing to define it, but the idea is that you feel it, and that's a great barometer of measure.

Erin Davis (she/her): I love that so much, and what a beautiful way for us to close out our formal questions to say, no longer do we need to think in this black and white world of right and wrong. We have to do this, don't do that. But starting from a place of how we feel at the center of our hearts. And I think that that is wisdom that our audience can truly walk away with, not only for themselves, but to have those conversations.

Erin Davis (she/her): Those that are in their communities. So I'll turn it over to Jade now because we have our rapid fire questions for you.

Kim: I love that you close it up with this because there's been such joy in this conversation and you know, I'm gonna listen to it and say, oh, why didn't I say this? I mean, there's just endless. This is an endless dialogue, right? Where we're, we're, circling up, hopefully, and not circling down where we're weaving together.

Kim: Not only who we are, but we're bringing more into the fold. And so I, I'm grateful for the conversation and the opportunity to speak. I always speak from my heart. I don't write things down and then read it and make sure that, that's what I'm saying. I let spirit guide me in what needs to be transmitted at this time so it feels truthful.

Kim: It is delivered in that way. And I, I can reflect and grow. You know what, what was my heart on this day? Oh, I listened to myself. Well, yeah, I should have said this, but this is what I was feeling. and Again, you go back to the analogy of a tree, right? And the many leaves that are on there, and there's always some opening every day, right?

Kim: And then there's some dying off and falling away. So there's room for new growth. I see myself as that forever until my last breath. And I'm gonna continue to hang on to that analogy as not just my own, but encourage others to see themselves as trees that interconnect interconnect our roots and bloom at the top with who knows what.

Kim: But it, you know, in the, in the greater realm of it all, we all get breathe because of that.

Jade Pichette (they/them): I don't know how to follow that up

Kim: Well, you got some rapid fire questions, so let's

Kim: hear them. Yes,

Jade Pichette (they/them): get into let's get into the formal

Kim: Let's do it.

Erin Davis (she/her): Let's do it.

Jade Pichette (they/them): If you could recommend one book, what would it be?

Kim: Braiding Sweetgrass by Robin Wall Kimer. If you haven't read it, read it. If you haven't bought it, buy it. If you have read it, share it.

Kim: Love that book.

Erin Davis (she/her): It is a brilliant book. next question. What brings you

Erin Davis (she/her): joy no matter what?

Kim: My grandchildren, it tells me that we're not a dying race. It reminds me that I have purpose and power. I need to leave a legacy. 'cause I believe in the concept that we borrow the earth from our descendants. So every day that I get, to help them feel shiny and, apart of, and not apart from is a day of joy.

Kim: Somebody did it for me. And I think it's an important gift to pass on. Our connections matter and my grandchildren are part of my connection, you know.

Jade Pichette (they/them): I need those grand baby photos, uh, and the cute ones to come. Um,

Jade Pichette (they/them): song so

Kim: They're

Kim: so cute.

Jade Pichette (they/them): So for today your theme song for today?

Kim: Brick House by the Commodore.

Jade Pichette (they/them): Yes.

Kim: Now this is going back, you know, to the late seventies, early eighties. But every time I think about that song, I think about the building that I'm doing. And yes, you know, it's kind of a colonial construct of Brick House. But I also think about the strength in that, the sense of belonging in that, the inclusion in that, the visioning that's embraced in that.

Kim: And I like that song, you know, and, and for me, uh, growing up, uh, in that time period when that song was really popular, it was based a lot on my physicality. 'cause you know, I had a moment where I felt a little hot and. Tried

to share that. And as I age, I still feel hot and I still feel like I have some value that's beyond that physicality.

Kim: 'cause what do you populate a house with? Right. So the, just the idea, the analogy of a house and something strong, you know, that's my song.

Erin Davis (she/her): I love that. Next question, who is someone that inspires you,

Erin Davis (she/her): to create belonging but doesn't receive enough credit?

Kim: Elders, so many elders in my life who, you know, hold the traditions, the practices, the protocols, who spend time on the land, whether anybody recognizes them or not, who step forward even when they're not well, or when they're tired, or whatever it may be. And give, give, give.

Jade Pichette (they/them): And our final question is, what is one call to action you'd like from our listeners?

Kim: So I thought about this and I'm thinking about it right now, and my first response is, talk less and listen more. But then if you're not talking enough, then those in your circle aren't gonna learn. So it's like a double-edged sword, you know? And I, I just believe that we can't be everywhere, we encourage you as, Perhaps self-defined allies or wanting to be allies, to be brave to enter those spaces and at least share what you've come to know and correct it. If you, you know, recognize that perhaps you said it wrongly, you're gonna make mistakes. We're always gonna be the experts. You're always gonna to be learning, and we're always learning as well.

Kim: But be kind to yourself. the world is, it can be a really large unkind space. and don't subscribe to that. Know that you're a superhero and you gotta go out and share your superpowers, and they're unique to you. And, and I believe in you. We believe in you. And you should believe in you.

Jade Pichette (they/them): I don't think we can close on a better note.

Kim: Woohoo!

Jade Pichette (they/them): Thank you so much, Kim, such a pleasure to see you every time and, I've been grateful for these moments that we have together.

Jade Pichette (they/them): So thank you so, so much.

Kim: So grateful for this experience. I'm gonna close up with three things we say we can wish without consequence, peace of mind, good, long life, and good health. Be well everybody. Thank you. Miigwetch.

Erin Davis (she/her): You too, Kim. Thank you so much.

Jade Pichette (they/them): Erin Every time that grandmother Kim Wheatley shares her perspective, it really deepens my understanding of the work that we do.

Erin Davis (she/her): Absolutely, Jade. I am really reminded of how our work is connected to our heart But the one thing that really stood out to me was her critique of the term DEI, which you and I hear every single day, probably numerous times, but what Kim talked about was how acronyms can really dehumanize and disconnect us from the true purpose behind this work.

Jade Pichette (they/them): For sure. , Kim's, point about diversity, equity and inclusion is maybe different than the critique that we are hearing more on a global context, that is kind of backlash against DEI but I think Kim's critique brings in this issue that diversity, equity and inclusion isn't based in human relationships sometimes and can be a top down approach.

Erin Davis (she/her): Exactly, it's a call to action to all of us to go beyond those acronyms really, at the end of the day, how do we focus on that human aspect of this work to make those impactful changes?

Jade Pichette (they/them): Yeah, you know, given everything happening in the world right now I think it's more important than ever that we approach these issues with empathy and understanding.

Erin Davis (she/her): Mm hmm.

Jade Pichette (they/them): And those four R's that Kim brought forward of relationship, respect, responsibility and reciprocity, are foundational for creating meaningful and lasting change.

Erin Davis (she/her): It's so true. Especially amongst the turmoil, it's crucial to remember the essence of DEI work. So maybe we can leave our listeners with a theme to ponder. how can we each contribute to creating a more inclusive world by genuinely connecting with and understanding each other rather than just ticking boxes?.

Jade Pichette (they/them): Definitely, Erin. Let's all strive to bring more heart and authenticity in our actions, in our words and so I want to thank everybody who's been with us on this journey. It's been-

Erin Davis (she/her): Hm-hmm.

Jade Pichette (they/them): Quite a powerful one. And I want to thank every single person who's come up to us, who's mentioned that they listened to the podcast,

Erin Davis (she/her): hmm.

Jade Pichette (they/them): as all the guests that we've had, what a wonderful journey of uncovering belonging.

Erin Davis (she/her): Thank you so much for tuning in. We would also like to thank and share a brief message from our sponsors,

Jade Pichette (they/them): Through dialogue, education and thought leadership private work. Canada empowers employers, build workplaces that celebrate all employees, regardless of gender expression, gender identity and sexual orientation. We've been proud to sponsor and support this podcast since its inception, but now we need your support.

Jade Pichette (they/them): So please reach out to us, , through the Pride at Work Canada website or through LinkedIn to either Erin or myself. We're thankful for the support and your interest and hope that we can keep this conversation going.

Erin Davis (she/her): Many thanks to our production team, editor and producer, Shawn Amed. Communications, Luis Augusto Nobre. Marketing, Paulo Lima and Production Support, Connor Pion.

Erin Davis (she/her): And of course, most of all, we'd like to thank you for joining us for this important discussion. Connect with us on LinkedIn and let us know what part of today's episode resonated most with you.

Erin Davis (she/her): For more information about today's guest's links reference and a transcript, check out our show notes, which are available on Private Work Canada's website

Erin Davis (she/her): Stay curious, stay engaged and let's keep building those connections. Until next time.