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CATALOGUE OF SERVICES

2026-27



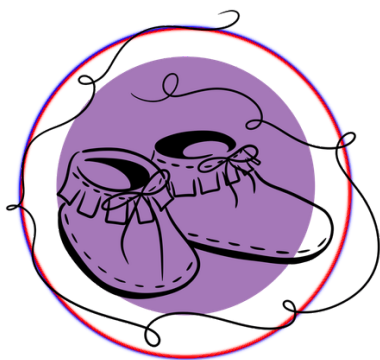


Mikana is an **Indigenous non-profit organization** whose mission is to promote social change through **education** and **awareness** of the realities of Indigenous peoples.

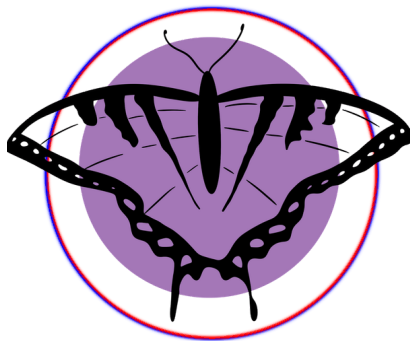
Through structured partnerships and dialogue, we work to **break down barriers** between the indigenous and non-indigenous worlds, actively **combating racism and discrimination**.

Our vision is to build an egalitarian society where Indigenous and non-Indigenous people coexist **harmoniously, with respect and mutual understanding**.

OUR VALUES



**EDUCATION &
AWARENESS**



**YOUTH
EMPOWERMENT**



SYSTEMIC CHANGE

Our approach



Our approach relies on dialogue and critical reflection to transform perspectives and develop concrete alliance skills.



Our young Indigenous ambassadors are at the heart of this initiative. They lead workshops, develop educational content, share their knowledge and perspectives, and create spaces for dialogue where transformation becomes possible.



Our services are primarily aimed at adults in professional and organizational settings. **We now focus mainly on awareness programs and support** to maximize the transformative impact of our initiatives and ensure the well-being of our teams.

Our services

Immersive workshop

"The Circle and the Box" (p.7)

For teams that want a collective awakening



Awareness-raising program (p.8)

For organizations ready to commit to a transformation process

Accompaniments (p.9)

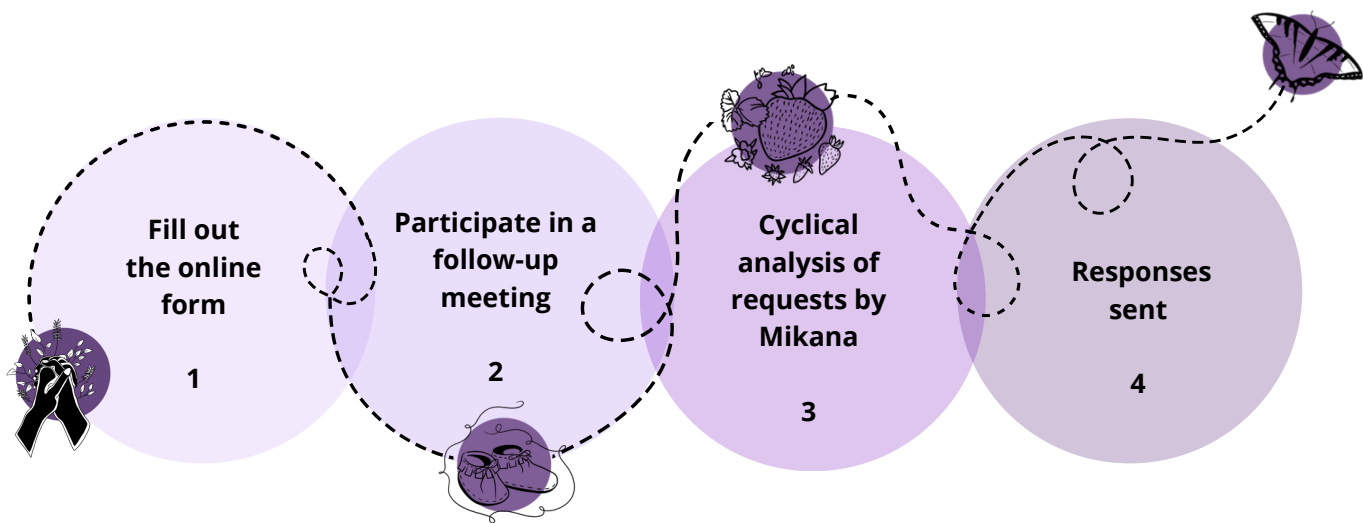
For organizations ready to commit to a transformation process wanting a personalized approach



The services we present in this document are a source of self-financing. By choosing Mikana, you are not only investing in the **transformation** of your organization, but you are also contributing to the **sustainability** of our mission.

Process and calendar

All our services are offered subject to availability. To ensure the quality of our support and proper planning, we analyze and evaluate requests at specific times of the year: in **March, August, and November.**



Submit your interest at any time via the online form, and our Mobilization Agent will meet with you for an initial exploratory discussion.

Accepted projects are generally launched within **30 to 60 days of the response date.**

Request Windows	Response Dates
November 1st to February 28th	March 31st
March 1st to July 31st	August 31st
August 1st to October 31st	November 30th

Immersive workshop "The Circle and the Box"

Created by Jann Derrick in 1990, this **experiential workshop** immerses you in the historical and contemporary impact of colonization.

By embodying roles within a pre-colonial indigenous society, you will collectively experience the transformation of the "**circle**" (indigenous social structures) into a "**box**" (colonial systems of oppression).



PRACTICAL INFORMATION

Duration: 4 hours

of participants: min. 25

Format: in-person

Language: French or English



TARGET AUDIENCE

- Teams desiring a collective awakening
- Organizations at the beginning of their decolonization process

Learning objectives

- Developing empathy by living a transformative experience
- Understanding the historical and contemporary impacts of colonialism
- Exploring one's own position and responsibility as a settler

Prerequisites

- All participants must be present for the duration of the workshop.
- A dedicated well-being professional must be present to ensure the safety and comfort of the participants.
- A commitment to read and respect the protocols
- An openness to experiencing discomfort and challenging one's own perspectives

LIMITED AVAILABILITY

This workshop is offered on a limited basis, as it requires considerable preparation and effort from our team and ambassadors.



Learning Journey

A series of workshops led by our young Indigenous ambassadors who share their knowledge and guide your collective thinking on a variety of topics.

A progressive phased approach allows participants to observe their environment with a **transformed perspective** and to experiment with new ways of being between workshops.

Finder



PRACTICAL INFORMATION

Duration: between 2-12 months

of participants: 10-49

Format: In-person or virtual

Language: French or English

Options: Basic journey (4 two-hour workshops) or Long journey (16 hours of workshops)



TARGET AUDIENCE

- Organizations ready to engage in a transformation process
- Environments ready to move from awareness to action

Learning objectives

- Deconstructing colonial perspectives
- Developing the skills to become an active and informed ally
- Creating a culture of lasting commitment to Reconciliation / decolonization

Prerequisites

- Minimum commitment for 4 workshops of 2 hours each
- Stable teams that can maintain the same participants throughout the entire process
- The first two workshops, "Indigenous Peoples 101" and "Introduction to Decolonization," are mandatory.



LIMITED AVAILABILITY

Progressive learning journeys are offered subject to the availability of Mikana ambassadors.

Accompaniments

For organizations with specific needs, Mikana's support combines a series of awareness workshops and personalized support for a group of leaders ("core group") by our Mobilization Officer.

The accompagniement program is co-created with your organization and requires your active involvement throughout the process.

On one hand, the awareness courses are a **series of workshops** of 2 to 4 hours each, led by our young indigenous ambassadors in large groups.

On the other hand, the **core group meetings** bring together our Mobilization Officer and a small circle of leaders from your organization to further explore the issues of decolonization.



PRACTICAL INFORMATION

Duration: generally 1 year or more, depending on your organization's needs.

Number of participants: 10 - 49

Number of core group members: 2 - 10

Format: in-person or virtual.

Language: French or English

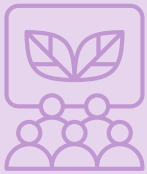


TARGET AUDIENCE

- Organizations ready to engage in a transformation process that want a personalized approach.
- Priority areas: education, public services, human rights, community, climate justice, arts & culture.

Accompaniments (cont'd)

Support is...



A LEARNING JOURNEY

Between 8 and 16 hours of workshops (2 to 4 hours each) on topics chosen by your team

- Protocols & FAQs are sent to participants beforehand.
- The event will be led by two ambassadors, one of whom will ideally accompany you throughout the entire process.

And...



ADVISORY SUPPORT

7 parallel 2-hour meetings between our Mobilization Officer and a small group of leaders, called the "core group".

These meetings aim to equip and mobilize these individuals so that they become agents of change within your organization.

Learning objectives

- Developing your autonomy in researching and validating information on Indigenous issues
- Building comfort in the necessary discomfort necessary for profound transformation
- Strengthening your collective capacity to identify, analyze, and deconstruct colonial practices, policies, and structures
- Developing tools to act and dismantle systemic barriers in your environment and sphere of influence

Prerequisites

- Commitment of the same group of participants for the duration of the support program.
- Coordination between core group meetings to establish the needs, questions and issues to be addressed together.
- The first two workshops, "Indigenous Peoples 101" and "Introduction to Decolonization," are mandatory.

LIMITED AVAILABILITY



Customized support programs require significant resources. Applications are reviewed in March, August, and November. Submit your interest via our application form at any time for an initial consultation.

Accompaniments: *a co-creation process*

01.

DETAILED PROCESS DESIGN

- * CO-CREATION OF THE SUPPORT PLAN
- * IDENTIFICATION OF REQUIRED AMBASSADORS AND EXPERTS
- * DETAILED AND ADAPTED SCHEDULE

02.

DEPLOYMENT

- * IMPLEMENTATION OF THE SUPPORT PLAN
- * ADJUSTMENTS ALONG THE WAY AS NEEDED

03.

TRANSFER AND SUSTAINABILITY

* POST-MORTEM MEETING: DOCUMENTATION OF LEARNINGS CONDUCTED BY THE PARTNER, SUPPORTED BY THE MIKANA TEAM

Mikana's role in Accompaniments

Rather than acting like a traditional consulting firm that delivers turnkey solutions or validates decisions, Mikana acts as a facilitator of reflection. The core group meetings are designed as spaces for dialogue between the organization and Mikana.

We believe that lasting transformations come from within, not from applying an external set of instructions. Our goal is to create the conditions for your organization to develop its own solutions, rooted in a decolonial perspective and informed by the lessons learned from the workshops.



WE HELP YOU DEVELOP:

- Your ability to critically analyze colonial issues
- Your autonomy in researching and validating information on Indigenous realities
- Your sensitivity to the impacts of your decisions on indigenous peoples
- Your ability to recognize and deconstruct your biases
- Your reflexes of solidarity and alliance

WHAT WE OFFER:

- ✓ Guiding a structured collective reflection process around the issues of decolonization; to identify common pitfalls to avoid
- ✓ Offering resources, readings, references to further explore these ideas.
- ✓ Creating safe spaces to explore discomfort and resistance

WHAT WE DO NOT OFFER:

- ✗ Validate/approve decisions, policies, projects
- ✗ Acting as Indigenous consultants who put their stamp of approval on initiatives or projects
- ✗ Replacing the need for genuine consultations with the affected Indigenous communities.

Workshop Guide

As part of awareness-raising and support programs, Mikana workshops combine informative presentations, role-playing, group discussions and reflective exercises to promote engaging and transformative learning.

Common foundations (prerequisite)	• Introduction to the history and realities of Indigenous peoples (Indigenous Peoples 101) • Introduction to Decolonization
Essential content (100) Understanding Indigenous Realities	• Resistance and resurgence of indigenous peoples • Plurality of nations • Unconscious biases • Indigenous Youth • The Circle and the Box • Royal Proclamation and Indian Act • Indigenous women Prerequisite: completion of the two mandatory workshops.
In-depth content (200) Analyze, relate, transform practices	• Environment • Territorial recognition • Montreal Indigenous Ecosystem • Indigenous languages and place names Prerequisites: completion of the two mandatory workshops and at least two Essential level workshops. Available only for extended Long Learning Journeys (15+ hours) or Long Accompaniments (15+ hours).
Specialized content (300) Develop concrete alliance strategies	• Cultural security • Project development and mentoring • Collaboration et communication Prerequisites: completion of the two mandatory workshops and a selection of Essential and In-depth content workshops. Available only for extended Long Learning Journeys (15+ hours) or Long Accompaniments (15+ hours).

Does your organization have specific needs? We create customized workshops tailored to your context and objectives.

Please specify your needs in the form.

Testimonials



I am better equipped professionally, but it is the human aspect that will have an impact on me, that marks my person and that accompanies me daily, in all my interactions and in my way of questioning myself.

It is an immersive experience that allows us put lived realities into perspective, unlike simply learning about them.



This partnership has allowed me to learn things that I would never have had the time to find out on my own.



10 YEARS OF SERVICE



INFO@MIKANA.CA



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