A circular botanical illustration border surrounds the central text. It features various plants including ferns, a red maple leaf, a green leaf with a white vein, a yellow flower, a green leaf with a white vein, a red leaf, a purple flower, and a green leaf with a white vein. The background is a light blue-grey color.

Economic Sovereignty

**Increasing finance &  
Accounting capacity within  
Indigenous Communities**

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Crystal Janvier-Romaniuk & Monika Wilson



# Crystal Janvier-Romaniuk

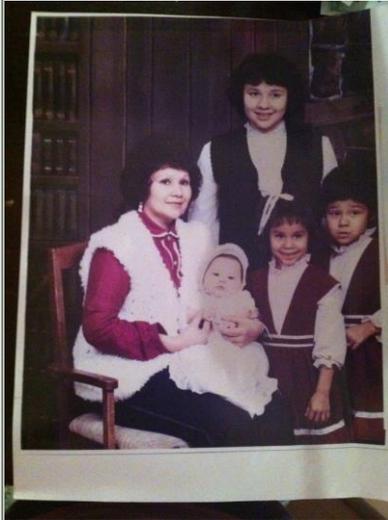
About me:

Mother, Daughter, Entrepreneur, CEO: Indigenous oil and gas consultanting





# Crystal Janvier-Romaniuk





# Topics Covered

Why Don't We Hire our Own?

Colonization

Lateral Violence

Intergenerational Trauma

Lateral Kindness

Generative Thinking



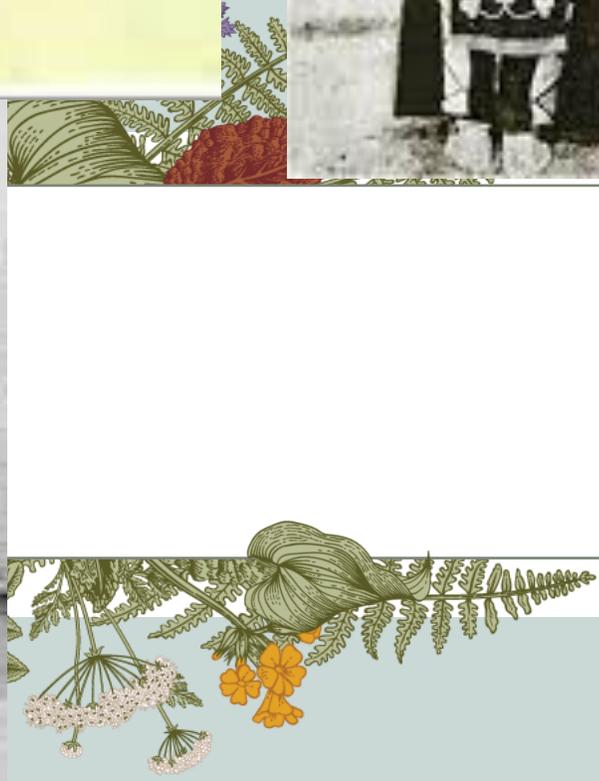


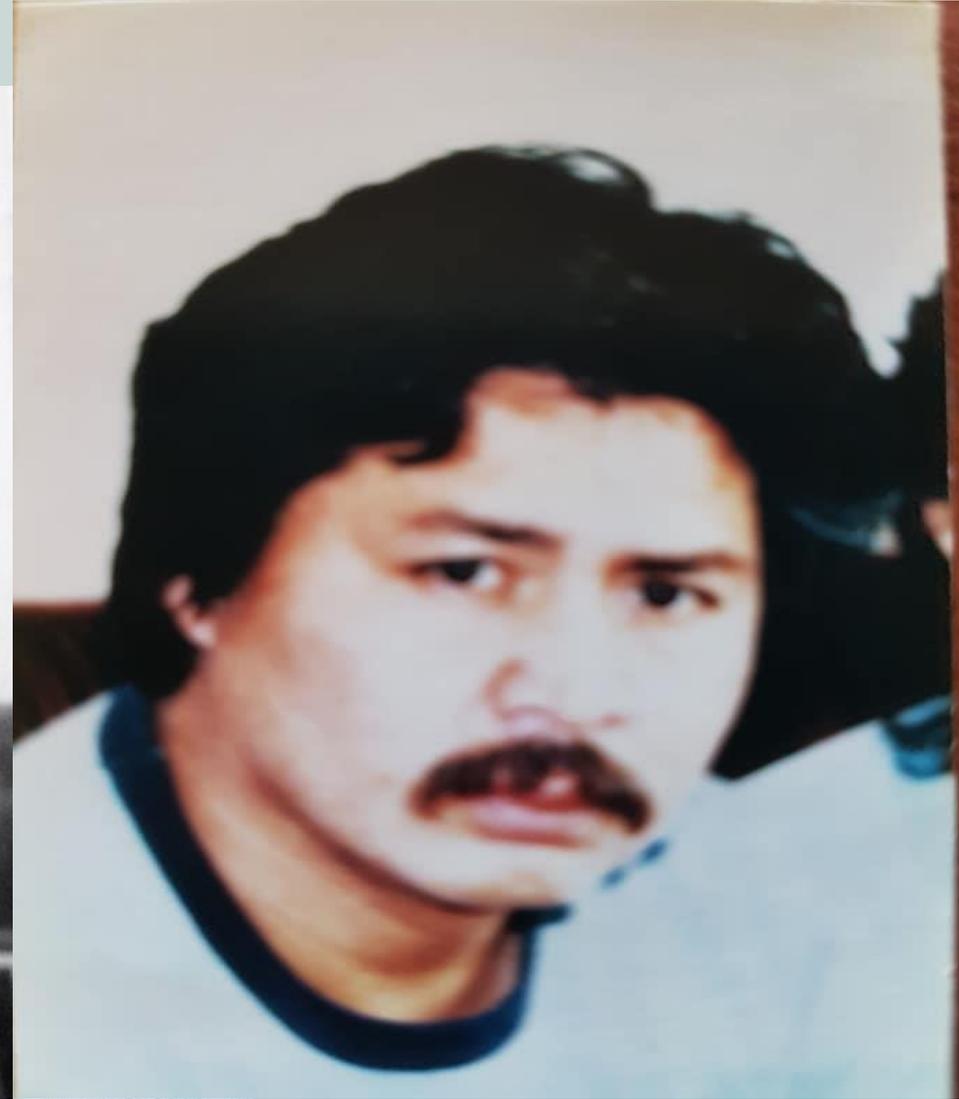
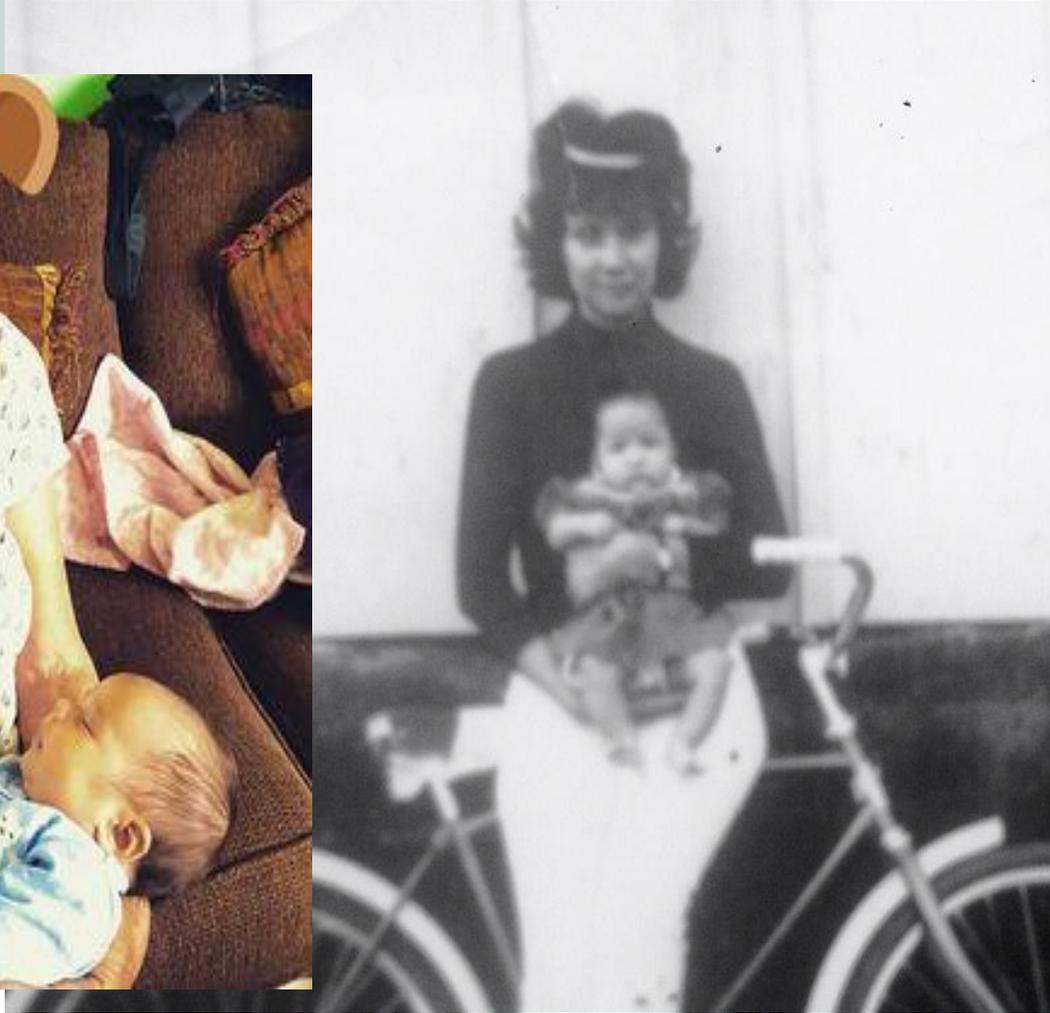


# Why Don't We Hire Our Own People?



# The Colonization of Canada









# Intergenerational Trauma

- **What is intergenerational trauma?**
- While most of these harmful policies are no longer practised, multiple generations of Indigenous communities continue to struggle with the trauma they caused. [Trauma](#) is a response to highly distressing situations, such as abuse and natural disasters, that negatively affect how a person thinks and behaves in the long run. When trauma affects future generations who didn't experience it directly, it is known as [intergenerational trauma](#). This kind of trauma has been documented in the children of [Holocaust survivors](#), [Rwandan genocide survivors](#), and [victims](#) of war, violence, and abuse. The [consequences](#) of such trauma can be devastating to subsequent generations.

## BEHAVIOUR

Risk of self-harm,  
addiction,  
attachment  
issues, suicide,  
heart & liver  
disease, cancer  
increases

## TRAUMA

(Slavery,  
Holocaust,  
Stolen  
generation)

## BIOLOGY

Chemical  
changes to  
DNA



PASSED TO  
CHILD - 2nd  
generation

# Lateral Violence

Lateral violence is displaced violence; that is anger and rage is directed towards members within a marginalized or oppressed community rather than towards the oppressors of the community – one's peers rather than adversaries.



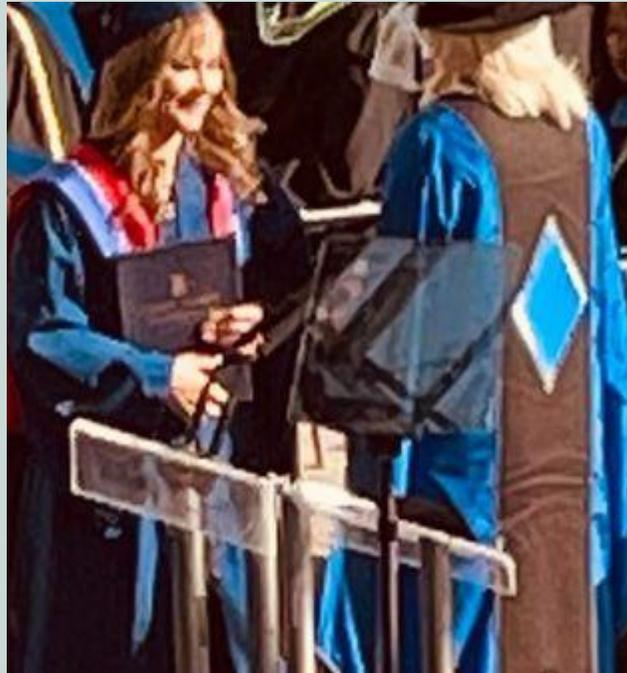
# Lateral Violence

<https://www.youtube.com/watch?v=y6KZAZqwt9c>



# Why Don't We Hire Our Own Qualified People?

- Discrimination and Stereotyping:



# Barriers

- Discrimination/Stereotyping
- Historical Trauma
- “I can’t get a job in my own community”, “My husband can’t get a job in his own nation and works for another nation”, “They treated me so well, working for another nation...but was run of out a job for my own nation”.
- They hired a non-Indigenous person, over their own trained members”
- “I think she treated you so poorly because your husband is white”.
- Lack of Education
- Cultural disruption

# Lateral Kindness

- Lateral kindness is an approach to addressing lateral violence. It is based on Indigenous values that promote social harmony and healthy relationships. Lateral kindness uses First Nations teachings about respect, fairness, and the importance of relationships to create an environment built on a foundation of kindness.





# Lateral Kindness In Action



<https://www.youtube.com/watch?v=O9UByLyOjBM>



# Summary: Hire Your Own!

- Indigenous people must recognize when we are acting out in horizontal violence
- Increased investment in our people through education, economic development and cultural revitalization work
- We know the landscape of our communities; we want to part of community success
  - Circular Economies-7 generation thinking





# Lateral Kindness

Collectively we must hold up lateral kindness as **a way to decolonize our relationship with one another to heal and move forward together to create a healthier future.** The saying “community over competition” is a good starting point to supporting lateral kindness and work together to thrive.





# Kindess in Action

Turn to the neighbour on your right and tell them a gift you see in them





Thank you



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