

A photograph of a person standing in a forest, viewed from behind. The person is wearing a wide-brimmed straw hat and a brown fringed poncho. They are standing on a dirt path surrounded by large, moss-covered tree trunks. Sunlight filters through the dense green canopy of the forest.

# c̓hi: ya:yəstəl

(Working together)

A Partnership Framework by  
Len Pierre Consulting



# c̣hi:ya:yəstəl (Working Together)

Len Pierre Consulting (LPC) is committed to building strong relationships aligned with our core Indigenous values of respect, relatedness and reciprocity. To ensure this happens in a good way, LPC has a partnership framework called **C̣hi:ya:yəstəl**.

**C̣hi:ya:yəstəl** (pronounced chee-ya-ya-stel) belongs to the traditional Coast Salish language *hunqimín* and translates to “working together”.







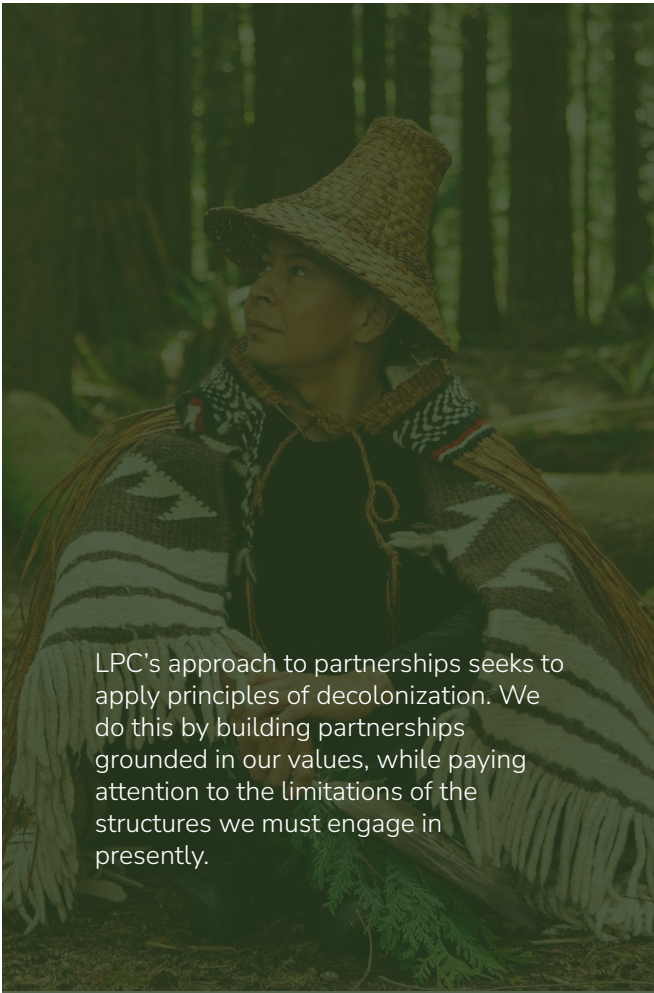
# Goals of c̓hi:ya:y̓əstəl

1. **Allow LPC to be intentional about the partnerships we build**, ensuring they are aligned with our values and the world we hope to build.
2. **Outline potential partnership opportunities**, so we do not miss opportunities to work with others.
3. **Provide a structure that allows relationships to grow** in ways that are clearly outlined, and that feel safe for LPC and our partners.
4. **Work in a way that emphasizes our values of respect, reciprocity and relatedness.**



# 1

## AN ANTI-COLONIAL APPROACH

A photograph of a person, likely Indigenous, wearing a traditional woven hat and a patterned poncho. They are sitting in a forest, looking upwards and to the side. The image is overlaid with a dark green semi-transparent rectangle containing text.

LPC's approach to partnerships seeks to apply principles of decolonization. We do this by building partnerships grounded in our values, while paying attention to the limitations of the structures we must engage in presently.



# An anti-colonial approach

Partnerships through corporate social responsibility (CSR) often reproduce colonial relationships, meaning they can:

- Appear friendly, while being extractive.
- Reproduce existing hierarchies.
- Apply a contractual approach that does not center relational accountability.

LPC's approach to partnership seeks to work outside colonial systems as much as possible. We do this by building partnerships grounded in our values, while paying attention to the limitations of the systems we must engage in presently.



# Comparing CSR to LPC's Approach

Corporate Social Responsibility (CSR)	c̣hi: ya:ȳəstəl
Contractual, often disingenuous	Relational
Negotiating desired individual outcomes	Authentic sharing of values & goals
Maximize gain for your organization	Abundant positive outcomes for both organizations & toward shared goals
Sometimes coercive	Consent driven
Often extractive	Respectful & reciprocal



# Acknowledging and working under colonial systems

LPC acknowledges that we must engage with many colonial systems to do our work. As we work towards decolonization, we also:


- Acknowledge the presence and power of colonial systems.
- Engage with them strategically, and where necessary, to advance work grounded in our values.

## **Our commitment:**

Honouring our core value of respect, we will engage with colonial systems in ways that allow our relationships to grow safely. We will also find ways to challenge those structures by carrying our values into the way we engage with them.

# 2

## SPONSORSHIPS

A photograph of a person, likely of Indigenous descent, sitting in a forest. They are wearing a traditional woven hat and a poncho with a geometric pattern and fringes. The person is looking upwards and to the side. The image is overlaid with a semi-transparent dark green filter.

Sponsorships are opportunities for organizations who support our work to contribute to what we do. They are discrete connections tied to specific LPC events or projects.





# Defining Sponsorship

Sponsorships are opportunities for organizations who support our work to contribute to what we do. They are discrete connections tied to specific LPC events or projects (i.e. donation to an LPC fundraiser).

Sponsorships are a way for organizations to demonstrate support for our work and our values.

LPC is also proud to support the work of value-aligned organizations wherever we are able to.



# Approach to Sponsorships

Sponsorships are opportunities tied to specific LPC events or projects.

Sponsorships are aligned with our values and goals when they:

- Foster new or deeper relationships with other organizations.
- Support our work with respect to advancing cultural safety, Truth & Reconciliation and Indigenous well-being.
- Supports sponsor organizations in deepening their commitment to our values (i.e. by articulating a commitment to embedding cultural safety in their work).




# Criteria for Sponsorships

Criteria	Description
Clearly outlined	Both parties understand clearly the support offered.
Commitment to our work & values	LPC accepts sponsorships from organizations who demonstrate a commitment to cultural safety, reconciliation, decolonization and anti-racism.
Discrete	Tied to a specific LPC event or project.

# 3

## PARTNERSHIPS

A photograph of a person wearing a wide-brimmed woven hat and a poncho with a geometric pattern, sitting in a forest. The person is looking upwards and to the left. The background is a dense forest with tall trees.

Partnerships are opportunities to work collaboratively with organizations who share our values & goals. Partnerships are ongoing relationships built gradually over time, as we develop trust and learn more about how we can support each other's work.





# Defining Partnership

Partnerships are opportunities to work collaboratively with organizations who share our values & goals. Partnerships are ongoing relationships built gradually over time, as we develop trust and learn more about how we can support each other's work.

Partnerships are dynamic and built slowly over time.



# Approach to Partnerships

LPC's Approach to Partnerships is grounded in our core values.

Value	Description
Respectful	Partnerships are consent-driven and honour respective strengths and capacities.
Relational	Partnerships emphasize relationships. Partners are our allies, friends and kin. We prioritize staying in good relation with our partners and growing deep connections.
Reciprocal	We work to understand the goals of our partners and ensure we are supporting each other in reaching our collective and individual goals.
Anti-colonial	We acknowledge the colonial systems we engage in, while trying to move in opposition to and outside of these structures.



# Partnership Agreements

Partnership agreements are ways to formalize or clarify partnerships so that they can grow. While not always necessary, they can be thought of as a communication tool to articulate the commitments we wish to make with our partners and to support trusting, authentic relationships.

Partnerships agreements at LPC are intended to:

- Be clear and accessible;
- Leave space for adaptability/dynamicism;
- Center our shared values and goals;
- Be iterated and renewed as our relationships with partners evolve.



# Possible ways to work together....

Sponsorship	Partnership
<ul style="list-style-type: none"><li>• Donations to LPC giveaways or fundraisers</li><li>• Sponsorships to deliver free LPC events (i.e. lunch &amp; learns)</li><li>• Free or discounted services to support LPC events/projects</li><li>• Donating LPC services to Indigenous communities or organizations</li></ul>	<ul style="list-style-type: none"><li>• Co-planning events (i.e. corporate retreats)</li><li>• Coordinated delivery of services</li><li>• Promoting each other's services or work within our respective networks</li><li>• Preferred rates for accessing each other's services</li></ul>



# Get in touch!

If you're interested in sponsoring LPC activities or discussing partnership opportunities, please reach out to:

[noah@lenpierreconsulting.com](mailto:noah@lenpierreconsulting.com)

## HAY CXw QƏ (Thank you)



[lenpierreconsulting.com](http://lenpierreconsulting.com)

