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## **KBE Community Protocols**

The KAIROS Blanket Exercise program is based on the following key principles:

*Indigenous Leadership* – Every facilitation team includes meaningful Indigenous leadership, and Elders and Knowledge Keepers are consulted throughout.

*Trained Facilitators* – The KBE is a powerful tool with the potential to trigger participants if not facilitated in a good way. KAIROS requires all facilitators to attend a training session to learn best practices, principles of trauma-informed facilitating, and how to create a safe(r) space at each KBE.

*Trauma-Informed Facilitating* – Trauma-Informed facilitating means understanding, acknowledging, and validating the fact that both KBE participants and facilitators, particularly those who identify as Indigenous, may continue to experience multiple and intersecting layers of trauma(s), and that the KBE can trigger trauma symptoms. Trauma-informed facilitating is a commitment to facilitating in a way that doesn't intentionally trigger trauma, and instead highlights the resiliency of Indigenous peoples. It means understanding that the KBE can be one step of a healing-centered engagement process for everyone in the circle, and that the intention we bring to facilitating matters. Our facilitation practices will centre Indigenous cultural safety protocols and knowledge when we interact with people before, during, and after the KBE.

*Respecting Indigenous Protocols* – Local protocols need to be respected when planning a KBE. For example, not every nation or community practices smudging. Respecting local protocols is part of trauma-informed facilitating and meaningful Indigenous leadership.

*Reconciliation through Education* – We agree with the [Truth and Reconciliation Commission of Canada](#) that education is the key to reconciliation. Without a shared understanding of how our collective past brought us to where we are today, we will not be able to walk together into a better future. We also understand that education is just one step in this journey, and that it must be followed by action. Visit [Beyond the KBE](#) for some ideas on how to get started.

*Subsidization & Cost Recovery* – To ensure that cost is not a barrier to experiencing the KBE, KAIROS uses a sliding scale to determine fees for those who can pay that reflect real costs, and that in turn subsidize the program as a whole, including subsidies for groups with limited budgets for educational activities. The sliding scale is based in part on the location of the KBE, number of participants, language requirements, and special accommodations. KAIROS prioritizes subsidies for Indigenous community groups, youth-led groups, newcomer groups, and grassroots movements.

In addition to enabling subsidies, the fees support resource development, such as scripts and training modules, and compensation for all members of the national KBE program, including Indigenous Elders and Knowledge Keepers, facilitators, Regional Directors, Program Coordinators, and other staff.

All fees collected are returned to the KBE program, which receives significant support from KAIROS, a charitable, not-for-profit organization. The KBE program does not receive government funding.

