



FAQs from Community Consultations

Definitions:

Facilitator: A facilitator is someone who has received training to lead KAIROS Blanket Exercise (KBE) sessions.

Partner: A partner is a business or an organization that has an official agreement with KAIROS to collaborate or work together.

Host: A host is a group, business, or organization that asks for a KBE session to be hosted for them.

Active agreement: An active agreement is a partnership arrangement that is still in effect and has not yet reached its expiration date.

Active Agreement

- Partnerships
 - Do we need to be tied to an organization or business, or can an individual be a partner?
 - Partnerships are with organizations or businesses. Individuals who do not own or are not part of an organization or business, can be part of a KBE facilitation team organized by a licensed partner.
 - How can I participate as a settler or non-Indigenous person?
 - Partners have the option to include non-Indigenous facilitators who can either take on roles related to the European perspective in the script or assist with logistical coordination.
 - What are the licensing and training fees?
 - Our KBE team is actively revising our fees structure, and we plan to share those details once we have finalized our new program model.
 - Does being licensed mean having been trained by KAIROS?

- Yes, in order to become licensed, KBE partnership agreements will include a mandatory training component delivered or organized by KAIROS. This training will also encompass a comprehensive understanding of trauma-informed principles and practices. If an individual has previously undergone KAIROS training, especially if it was more than 5 years ago, we will request that they participate in refresher training to ensure they are up-to-date with our latest practices and principles.
- How will KAIROS determine Indigenous identity in an authentic and respectful manner?
 - KAIROS is in the process of developing a thoughtful approach to confirm self-declarations of Indigenous identity. In alignment with similar practices of numerous organizations nationwide, we will request Indigenous partners provide supplementary information to support their self-declaration. Nationally, we've seen that self-declarations alone have proven to be insufficient. This approach aims to create authentic and safe environments, and we are committed to instilling confidence, while maintaining integrity in our methods moving forward.
- How will KAIROS manage pricing between partners, given the increase of undercutting that already exists?
 - Since businesses and organizations run all aspects of their operations autonomously and independently, KAIROS will not impose a pricing structure for KBEs. Additionally, we understand that various factors, such as facilitator and Elder compensation, venue expenses, mileage rates, and regional expectations, influence pricing. While we cannot set prices, we can offer templates and a recommended fee guide based on our extensive experience with KBEs. It's important to note that KAIROS will not participate in fee negotiations between a partner and a host (individual or organization requesting a KBE).
- Will KBEs still be offered on a sliding scale?
 - Pricing for KBEs and virtual KBEs will be determined by our partners. We can suggest factors for them to consider, such as the ability to pay, but the final pricing decisions will be in the hands of our partners.
- Who is responsible for insurance?
 - The responsibility for obtaining business insurance lies with the partner.
- Can partners offer both in-person and virtual KBEs?
 - Yes, partners have the flexibility to choose whether they want to offer in-person or virtual KBEs. Each type of KBE has its own specific training program.

- Who will be responsible for invoicing hosts and collecting payments for KBEs?
 - Partners will be responsible for invoicing hosts, collecting payments, and paying facilitators.
- Does this new process mean that Indigenous partners go through the licensing process and then recruit facilitators?
 - Yes, in the new process, partners have the flexibility to choose who will be part of their facilitation team. However, all team members must successfully complete KAIROS training as KBE and/or vKBE facilitators.
- What happens if there's no local partner to facilitate for a host?
 - In areas where there is no local partner available to conduct in-person KBEs, hosts can be encouraged to request a virtual KBE (vKBE). It's worth noting that vKBEs have proven to be just as impactful for participants as in-person KBEs. Alternatively, if hosts have the financial means, they can consider covering the expenses for a facilitation team to travel from a greater distance to conduct an in-person KBE.
- If we currently have an active partnership agreement with KAIROS, will it continue once the new KBE program model is implemented or will we need to re-sign?
 - All agreements will be transitioned to new ones once the new program model is implemented, ensuring continuity in our partnership.
- What will happen to those conducting KBEs without a partnership agreement?
 - We highly encourage all KBE facilitators to consider becoming recognized KBE partners. We are open to their requests to explore partnership opportunities at any time.
- Communications
 - Why the change to a new model?
 - We encountered administrative and complex challenges that prompted us to reevaluate how we manage the KBE program.
 - Alongside these challenges, we also considered feedback received from the community, which played a significant role in our decision-making and consultation process to ensure the long-term sustainability of the KBE. Furthermore, it was critical that we made a commitment to aligning the new KBE model with Indigenous-led principles and practices.
 - How will the new model be communicated?
 - We are in the process of developing a comprehensive communication strategy to effectively share the program changes.

- Will there be a list of official partners available on the KAIROS website?
 - Hosts can connect directly with our partners to request a KBE. Additionally, we are actively developing an access system to facilitate connections between hosts and partners.
- When will the program's "pause" come to an end?
 - We anticipate implementing the new program model in late fall.
- Will vKBEs still be offered, or is there a preference for in-person KBEs now?
 - The choice between virtual and in-person KBEs will be determined by the partner and host, allowing for flexibility in the type of KBE that best suits their needs.
- What is the phased in approach look like?
 - Here's an outline of our phased implementation plan:
 - **Phase 1:** We will engage long-standing KBE partners and new partners with extensive KBE facilitator experience (approximately 5 years or more) who do not require training, and where these partners' facilitation teams already possess all the necessary KBE materials.
 - **Phase 2:** Next, we'll onboard new KBE partners who have less than five years of facilitator experience or have occasionally delivered KBEs. While these partners' facilitation teams have the required KBE materials, they may benefit from training for new facilitators who recently joined their team.
 - **Phase 3:** Finally, we will welcome new partners and their facilitators who have yet to facilitate a KBE. Comprehensive KBE training and access to the partner's facilitation materials will be provided to support their successful implementation.
- Collaboration
 - What is the process for selecting members for the Indigenous Advisory Circle?
 - We are currently developing a guiding framework and will soon invite expressions of interest from those who wish to participate.
- Training & Scripts
 - How will facilitation teams access scripts and materials?
 - We are planning to establish a web-based portal where licensed facilitators can conveniently access scripts and other relevant resources.
 - How will you safeguard the authenticity of the script, given the numerous versions that are currently available and in circulation?
 - We acknowledge the challenges posed by today's rapidly evolving technology landscape when it comes to safeguarding intellectual property

and copyright. Rest assured, we are actively working on implementing measures to protect the copyrighted scripts and maintain their authenticity.

- We have full confidence in the KBE community to help us maintain the integrity of the script and protect it from plagiarism.
- Are partners with partnership agreements allowed to change the scripts?
 - To ensure the script's integrity and reliability, KAIROS will oversee any adaptations and updates in collaboration with the soon-to-be established Indigenous Advisory Circle.
- Will certificates be issued upon completion of training (both initial and refresher)?
 - Yes, certificates will be issued, and they can be used as proof of certification.
- When will youth and health scripts be updated?
 - We acknowledge that while the national script was last updated in 2019, and even longer for others scripts, significant events have transpired that should be included. After we finalize the program model revisions and establish the Indigenous Advisory Circle, our team will prioritize important tasks, including script updates.

Will the R2 Solution continue to be the platform for the vKBE?

- We are aware of the concerns from some of the facilitation teams regarding the current platform used for the vKBE. We are reviewing the situation and exploring various options to address these concerns.