



2019 SICC ē-micimināyakik Gathering
Museums, Cultural Centres, Archives, Interpretive Centres & Libraries
Workshop 10
Tara Million

Title: Health & Safety and the Indigenous Professional

Presenter: Tara Million

Biography: Tara Million is a member of Saddle Lake Cree Nation and is currently a doctoral student in the Department of Indigenous Studies at the University of Saskatchewan. She has an MA specializing in archaeology from the University of Alberta and an MLIS specializing in management from San Jose State University. Tara worked for 12 years as a public library manager in both Alberta and Saskatchewan, and managed an archive in Alberta for three years. She is a proud mother of two strong and beautiful young women.

Abstract: For many Indigenous professionals, para-professionals, and staff, working as a librarian, archivist, curator, or researcher can be a lonely and isolating experience. In addition to isolation, Indigenous people working in libraries, archives, and museums may also experience working conditions or situations that can be culturally, emotionally, spiritually, and physically unsafe and that may result in (re)traumatization. Oftentimes, organizational Health and Safety policies and procedures do not recognize workplace hazards that are specific to Indigenous staff and/or provide culturally appropriate methods for Indigenous staff to address their workplace concerns and conflicts. In this workshop, participants will be guided through the process of how to identify the Health and Safety needs of Indigenous staff, how to develop general principles for culturally appropriate Health and Safety policies and procedures, and how to implement practical strategies for self-care in the work place. This workshop will empower participants to both envision a respectful and healthy workplace and to create appropriate supports for themselves as they work in libraries, archives, and museums.

Learning Objectives: Participants will:

- Understand trauma and begin identifying signs of workplace trauma;
- Identify unique health and safety needs of Indigenous professionals;
- Develop culturally appropriate Health and Safety policies; and,
- Identify and begin implementing self-care strategies.