

Levels of Indigenization



A model exploring Settler's responses to decolonization and Indigenization. 5 stages represented by boxes in descending order.

First stage: Fear of the unknown (e.g.: "I don't know what I don't know," "I don't want to appropriate.")

Second stage: Fear of change (e.g.: "Yes...but," "I don't know who to talk to...," "I don't have time....")

Third Stage: Fear of losing control and power (e.g.: Racism of lower expectations, "I know, but I don't care.")

Fourth stage: Resisting process (e.g.: Overworking Indigenous Staff, "We don't have enough resources" approach). Fifth stage: Rejecting and asserting control (e.g.: Demand constant validation of identity and Indigeneity, "There are limitations to...")

Credit: Adapted from Levels of resistance to Indigenization created by Indigenization Project Steering Committee for [Pulling Together: A Guide for Teachers and Instructors](#)