

RTOERO News you can use – June 2023

## Highlights from Sheila Watt-Cloutier's talk now on [rtoero.ca](https://rtoero.ca)

Environmental, cultural, and human rights advocate and Nobel Peace Prize nominee Sheila Watt-Cloutier spoke to RTOERO members during a member webinar in January 2023. If you missed the talk, you can catch highlights on the RTOERO website, including Sheila's insights on leadership:



*"Leadership to me means never to lose sight of the fact that the issues at hand are so much bigger than oneself. And leadership is about working from a principled and ethical place within oneself, and it is to model authentically and genuinely for others a sense of calm, a sense of clarity and a sense of focus. Leadership is to always check inwards. To ensure one is leading from a position of strength, not fear or victimhood, so one does not project one's own limitations onto those you are modelling possibilities for."*

Sheila Watt-Cloutier

**View video highlights of the Sheila Watt-Cloutier webinar: [rtoero.ca/7-quotes-from-sheila-watt-cloutier-to-open-your-mind](https://rtoero.ca/7-quotes-from-sheila-watt-cloutier-to-open-your-mind)**

## Terms to know: Racial trauma

Racial trauma, also called race-based traumatic stress, refers to the mental and emotional harms of experiencing racial bias, racism, discrimination and hate crimes. For some people, racial trauma can lead to symptoms similar to post-traumatic stress disorder. Why does this matter?

- A 2022 Toronto-based study called the Toronto Social Capital Study found that 76 per cent of Black Torontonians experience racial discrimination at least a few times a month.
- There's been an increase in hate crimes in Canada—incidents rose 72 per cent from 2019 to 2021 (Statistics Canada).

What these statistics don't tell us is the individual stories of mental and emotional harm—and how families, children and communities have been impacted. It's common to see reminders that we don't always know what someone else is carrying. It can be helpful to keep a trauma-informed perspective in our interactions and when we notice ourselves making judgements.

On a basic level, trauma-informed means assuming that individuals have some form of trauma in their past. It's not what's wrong with you but what happened to you—this lens can help us all to be more compassionate.

# What does ‘*Land Back*’ mean?

*Written by Shaneeka Forrester for RTOERO, Cree artist, mother and advocate from Brunswick House First Nation, planting roots in Simcoe County, Ontario*

Many of us have heard the term “Land Back” in recent years but may be left wondering what it means. What can we do to learn more, and how can non-Indigenous individuals support the *Land Back* movement across Turtle Island?

A common misunderstanding around *Land Back* is that Indigenous groups across Turtle Island want all of the country returned to them. Although there may be groups that would like to see that, the more common meaning revolves around the re-establishment of Indigenous sovereignty across Turtle Island.

*Land Back* was initially about raising awareness of broken treaties, land agreements and disputes over unceded territory. Indigenous communities wanted to regain control over their lands in all aspects without political interference.

Over time, *Land Back* has evolved into a larger movement encapsulating many aspects of reclamation in Indigenous communities. Artist Isaac Murdoch stated, “Land Back is people returning back and finding their place in those systems of life.” Many individuals express a process of reconnecting when using the term.

*Land Back* has become a powerful phrase being used across North America by Indigenous communities – igniting pride, connection and joy while individuals actively combat the effects of assimilation and colonialism.

Non-Indigenous individuals can support *Land Back* movements across Turtle Island by taking time to listen to the full interpretation of the term in the context it is being used. The *Land Back* movement can mean many different things to Indigenous communities, since the movement has become so large and encapsulates many pieces. When listening to and learning from Indigenous communities, it is always important to remain respectful, open and ask questions when it is appropriate to do so.

## Education workers eyeing career changes, opportunities in retirement

More than half of Canada's classroom educators and administrators who are within five years of retirement plan to continue working full-time or part-time once they retire. More than one-third of classroom educators and administrators are considering or have decided to retire sooner than planned, with the top two reasons being working conditions and health/mental health.

These findings are among the results from RTOERO's 2023 *Future Retirees Survey*.



RTOERO's second annual *Future Retirees Survey* captures input from more than 1300 future retirees from Canada's education sector. Eighty-eight per cent of respondents are retiring within the next five years. The survey results provide a snapshot of how people feel about their readiness for retirement, the information they need and how different factors influence their plans.

Find the complete results on the RTOERO website – [\*\*rtoero.ca/future-retirees-education-workers-eyeing-career-changes-opportunities-in-retirement\*\*](https://rtoero.ca/future-retirees-education-workers-eyeing-career-changes-opportunities-in-retirement)