

20 23

ANNUAL REPORT

syáθastól ʔəy
səlíq tátələt

*teaching each other
and learning all together*



LEN
PIERRE
CONSULTING

TERRITORIAL ACKNOWLEDGMENT

We recognize and honour that Len Pierre Consulting headquarters located on the traditional, unceded, homelands of the q̓ic̓əy̓ First Nation.



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All photography is by Karla Parker, unless otherwise stated.

OPENING BY RICH PIERRE

Elder and Cultural Advisor, Len Pierre Consulting



I can't help but recall the countless adventures spent exploring with loved ones, navigating through winding roads and unforeseen detours. I've gotten lost many times on my travels but applied my skills to evaluate, step back, take a breath, and assess the situation to determine a way forward. Despite the uncertainty and confusion, I trusted my instincts to guide us back on track, ultimately leading us to our destination each time. It was always the creator reminding me of the ability within myself and all of us to find our way and to trust ourselves to do so.

At Len Pierre Consulting, I believe our purpose is similar. The teachings and wisdom that we carry from our ancestors and Elders guide us forward and give us strength. Sharing this knowledge requires trust and humility, always being willing to learn as much as we teach. I often share with the team: "don't be stingy with knowledge - if you have it, share it!". Share knowledge generously. Each piece of knowledge shared can help someone navigate their own journey with greater clarity and confidence.

Years ago, I was approached by the Surrey School District to come and work with students as a Cultural Facilitator. Up until this point, I had been working as a labourer and previously served my community on council. Changing directions was not on my radar yet here I was again at a crossroads, needing to trust that I would navigate my way forward. The school district encouraged me to come in for one day to try the position and if it didn't fit, I didn't need to proceed. I decided to take them up on their offer and spent one day connecting with students. I came home that day and knew that my path had been led here for a reason. Working with the youth spoke to my heart, who I am, and my passion for sharing knowledge. Now, my work doesn't look too different - I have the opportunity to carry on this journey through sharing teachings with teams and organizations from multiple sectors across Canada.

The work to change hearts, minds, and spirits is not easy. From the learners I've encountered, not everyone is ready to receive what we have to offer. Some stand firmly on the other side of the fence, not yet prepared to open themselves to new teachings. Others linger on the edge, curious and receptive. It's these individuals we must actively invite in, recognizing their readiness and openness to growth. I believe it is through welcoming others with open arms that we can build meaningful connections and help someone grow, develop, and transform their perspectives.

Family is so important to me and I am happy I get to navigate this journey with the LPC family. I am truly proud to be part of this incredible community of leaders who are working to make this world a better and safer place for Indigenous Peoples. As we were all led here to do this work, I continue to trust that we will be guided to the right paths and opportunities where change and impact is needed.

hay ce:p qə

Thank you (hən'qəmin'əm')

We raise our hands to our ancestors and our Elders, family, and community for guiding, teaching, and uplifting the work we do everyday. We raise our hands to our clients who continue to inform the work needed and for walking alongside us on their journey of cultural safety and humility.

We would also like to raise our hands to the entire LPC team for their dedication to leading the transformation for organizations and communities

across the country and beyond. We would like to say hay ce:p qə to our team's family - their wives, husbands, life partners, children, and fur babies. It is on their borrowed time that we get to do this work!

We want express the utmost respect and gratitude to these LPC team members in particular for their hard work in the development of this report: Shantelle, Dusty, Noah, Jayme, and Malissa.



ABOUT LPC

Len Pierre Consulting (LPC) is an Indigenous Leadership, Innovation, & Transformation Consulting Group dedicated to challenging the status quo for Reconciliation and Indigenous cultural safety and humility within organizations. LPC offers meaningful learning experiences for the hearts, minds and spirits of professionals, enhancing professional practices with strategies that advance systemic transformation. With a diverse team of consultants and facilitators offering their teachings, gifts, and expertise, LPC guides teams and organizations towards culturally safer, more equitable, and transformative workplaces.

We firmly believe that knowledge is a catalyst for healing and truth. With knowledge comes truth. Through truth we find healing. With knowledge comes the power to make informed, transformative decisions. This is the spirit of our work at LPC.



LEN
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CONSULTING

The cedar in our logo represents our work and the intentions we have when we work with clients and communities. We aspire to offer our clients applicable, relatable, and practical tools they feel like they can add to their professional tool belt. Just as the cedar tree has provided to Coast Salish Peoples for generations. We see the cedar leaf in our logo as reflective of the healing work we do in bridging the worlds of Indigenous and non-Indigenous experiences and worldviews.

LPC VALUES

RESPECT

Respect is one of the most ancient and fundamental laws of Indigenous Nations across Turtle Island. When we work with you, we respect where you are on your learning journey. Together, we also show respect for the people and territories where we work.

RECIPROCITY

Reciprocity refers to exchanging things with others for mutual benefit. This not only includes monetary value, but other values such as time, energy, attention, respect, and dignity.

TRANSPARENCY

Transparency is a traditional value of many Indigenous cultures. We honour transparency as we know it benefits our clients and ourselves by strengthening our shared accountability, conscience, integrity, and efficiency.



LPC VALUES

RELATEDNESS

Being relatable is a core value in our workshops. By working together, we aim to offer clients relatable and applicable tools for their professional tool belt. This means staying current (yet traditional) and pragmatic in our approach.

SOLIDARITY

We do not do this work alone. We work in solidarity with other equity seeking groups. This includes but is not limited to people of colour (or what we like to call, "the global majority"), people with diverse abilities, Two-spirit, trans, gay, lesbian, bi, queer, non-binary, women, and newcomers to Canada.

ANTI-OPPRESSIVE

Our work in cultural safety and reconciliation requires dismantling colonial power dynamics. We know we cannot fight oppression with oppression. Therein we value the approach of kindness, respect, and dignity in our working relationships.

ANTI-COLONIAL

Colonial values and methods have caused and continue to cause significant harms to people and the planet. We value anti-colonial approaches to our work like cohesion, interconnection, self-determination, sustainability, human equality, human rights, and social justice.



áy swéyəl ʔəm' i ce:p kʷətɬʷiləm

(hello and welcome)

In the spirit of gratitude and respect, it is with great honour that my team and I present to you our first annual report for 2023. The title of this report in hə́ŋqəmíhəm translates to teaching each other and learning all together, which reflects the essence of what we do at LPC. This past year, our journey was filled with growth, learning, and the forging of meaningful partnerships and relationships with many of you. We want to offer this report as a thank you from our team to yours for embarking on this journey with us.

Transparency is one of our core values at LPC as it is a traditional value among many First Nations cultures across Turtle Island. In our Coast Salish traditions, as longhouse people, decisions were never made behind closed doors. Everything was brought before the community so that information was shared equally and accessibly. We believe in bringing our journey before our community, which encompasses all of you who have trusted, supported, invested in us. Your trust and collaboration have helped propel us forward,

enabling exponential growth and empowering us to pursue new initiatives dedicated to advancing reconciliation, decolonization, and cultural safety across Canada.

Within this report, we highlight the milestones we've reached, the voices of our clients, and the testimonials of our incredible and dedicated team members. Each experience shared, each achievement, is a testament to the collective impact we can achieve when we walk alongside each other with humility, respect, openness, and understanding.

As we reflect on our journey thus far, we extend our heartfelt gratitude to you for your unwavering support and allyship. We are not just witnessing change—we are leading it together. Thank you for standing with us!

Len Pierre

Chief Executive Officer, Len Pierre Consulting

LPC TEAM



Len Pierre (he/him)
Owner & Chief Executive Officer



Ashley Pierre (she/her)
Executive Assistant to Len Pierre



Malissa Smith (she/her)
Manager, Special Projects



Shantelle Matos (she/her)
Manager, Client Services



Zuzana Duris (she/her)
Manager, Finance



Noah Chalifoux (he/they)
*Manager, Partnerships
& Brand Development*



Jayme Gabriel-Chan (she/her)
Business Partner, Strategic Advisor



Richard Pierre (he/him)
Cultural Advisor



Jordan White (he/him)
Consultant



Marissa McIntyre (she/her)
Consultant



Samantha Jack (she/her)
Consultant



Candace Crockford (she/her)
Consultant



Anna Pierre (she/her)
Youth Advisor



Noelle Saemerow (she/her)
Consultant



Eva Habib (she/her)
Consultant



Nadine McSpadden (she/her)
Consultant



Brianna Leon (she/her)
Consultant



Naomi Kennedy (she/her)
Consultant



Marnie Scow (she/her)
Consultant



Dennis Leon (he/him)
Cultural Advisor



Paula Tait (she/her)
Consultant



Karla Parker (she/her)
*Business Partner,
Media Production*



Dusty Yurkin (she/her)
*Business Partner, Graphic Design
& Creative Direction*



Madelaine McCallum (she/her)
Business Partner, Public Speaking



“LPC has offered me many opportunities to grow both my professional and cultural competencies, by celebrating who I am as a Métis woman. I feel that I no longer have to choose between being an Indigenous woman or a working professional. Through LPC I have the honour of being myself, truthfully and authentically in the work.”

— Noelle Saemerow
LPC Consultant



Top Left: Len Pierre, Candace Crockford, Jordan White, Marissa McIntyre, Samantha Jack and Ashley Pierre during the blanketing ceremony at the LPC Winter Solstice Staff Gathering
Bottom Left: Dennis Leon and Len Pierre at the LPC Winter Solstice Staff Gathering
Bottom: Olivia McKenna, Adam McKenna, Madelaine McCallum, and Eloi Homier performing Métis jigging at the Fraser Region Aboriginal Friendship Centre Association (FRAFCA) 6th Guiding Youth Home Fundraising Gala





Annie O'Hana, Eva Habib, Noelle Saemerow, Marissa McIntyre, Connor Schwenning, Karla Parker and Dusty Yurkin at the Fraser Region Aboriginal Friendship Centre Association (FRAFCA) 6th Guiding Youth Home Fundraising Gala.

“As a non-Indigenous ally working in this space, it has been an honour and a privilege to walk alongside my fellow LPC consultants providing strategic guidance and direction for Indigenous cultural safety and anti-racism system transformation. What’s most important to me is not just the work we do, but the profound relationships we cultivate along the way – built on trust, mutual respect, and a shared commitment to equity and justice. This past year has provided me incredible opportunities to work with a non-for profit organization and regulatory bodies, a testament to our collective commitment to honour, respect, and empower Indigenous voices, fostering a world where cultural safety is not just a goal, but a lived reality for all.”

– Eva Habib
LPC Consultant

“

“2023 was a pivotal year in my professional development as well as contributed to increased personal balance by the opportunities provided by LPC.”

— Jordan White
LPC Consultant

Dusty Yurkin and Len Pierre at the Indigenous Stories of Resilience, Resistance, & Resurgence: Honouring the National Day for Truth and Reconciliation



Noah Chalifoux and Malissa Smith at the Indigenous Stories of Resilience, Resistance, & Resurgence: Honouring the National Day for Truth and Reconciliation

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“Doing this work allows me to have the ability in my professional life to show up and be -as Len puts it- unapologetically Indigenous. It’s been very balancing, humbling, and validating at the same time.”

— Marissa McIntyre (Kenaytco)
LPC Consultant



OUR JOURNEY

Interview with Len Pierre, Chief Executive Officer of Len Pierre Consulting and Malissa Smith, Manager, Special Projects

I have always followed the teachings of my Elders: “when you are asked to do something, you go”. Sharing the teachings I have been gifted with and going where I am called has shaped my journey and led me here today.

LPC’s roots began from an initial blog created to share inspirational stories and an Indigenous wellness coaching website Malissa (my partner in life and love) and I created to work with communities. As the world grappled with the pandemic, the messages I shared on cultural safety and humility gained traction, resonating louder as they were spread and shared throughout virtual spaces. True to the teachings instilled in me by my Elders and with encouragement from my community and family, I continued to answer the call, laying the groundwork for what would become LPC.

I am grateful for my first two clients who invited me in to do this work: First Nations Health Authority and the Canadian Mental Health Association. As word spread about the work I was doing, I received more and more requests to support organizations with their journey of cultural safety and humility, decolonization, and anti-racism until establishing LPC seemed like the next natural and logical step. The creation of LPC was accidental and happened organically as I left my full time job at Fraser Health Authority and ventured on a new path on my own.

When I launched LPC three years ago, I had faith that everything was going to happen the way it needed to, even as I grappled with imposter syndrome and fear of the unknown. I could not have created LPC without the love, support, care, coaching, mentoring, and criticism that came from close friends and family members. When I first entertained this idea of being a rogue consultant, I embarked on my own learning journey, gathering advice and wisdom on how to establish and grow LPC. Through this process, I found a community of support that continues to surround LPC today. As part of Indigenous culture, community is everything. I am forever grateful to friends and family for uplifting and being part of the LPC community. This is why at LPC, creating community and belonging is at the heart of how we work together and are in relationship with one another.



Len Pierre speaking at the Early Years Conference

“When Len first asked me to help him with client inquiries, invoicing and bookings in 2021, he said it would be about 8 hours of work per week. That only lasted for a month or two, before requests coming in quadrupled! Between Len and I, we just couldn’t keep up with the demand, so Len started recruiting Consultants. And that was the start of what LPC is today.”

— Ashley Pierre
LPC Executive Assistant

My first team member was Ashley Pierre, who joined me in 2021 and was pivotal in helping me manage my clients and the inquiries coming in. As more and more requests came in, it prompted the need for a dedicated team. We handpicked incredible leaders - Elders, knowledge keepers, youth, and allies to be part of the LPC team and whom I have encountered along on my journey. I was no longer alone but now surrounded by a family and community who I have the privilege to learn with and from.

The work we do is embedded in our DNA. Every single person that works with our team is known for their unique gifts of knowledge, wisdom, skills, and expertise in this area. It is a gift watching them courageously step up to share their heart, mind, and spirit to help teams and organizations transform the way they think and work.



Back: Jordan White, Karla Parker, Paula Tait, Samantha Jack, Dusty Yurkin, Chelsey Grier, Marissa McIntyre, Naomi Kennedy.
Front: Brianna Leon, Malissa Smith, Dennis Leon, Len Pierre, and Richard Pierre.
Photographer: Kelly Pierre

The context we work in is not easy - providing education on racism, colonialism, and state violence. Inviting Indigenous and non-Indigenous peoples to hold space to have sensitive and difficult conversations on oppression, power, and privilege within inherently colonial systems can be demanding, reopen wounds, and can result in exposure to lateral violence. The emotional and healing work that is required to get to a place where we can share our personal story and teachings is something many of us have had to safeguard and is something we need clients to respect. In this work, nothing is more important to me than ensuring my team feels well, whole, and safe. At LPC, there is always a community to come home to, to debrief and not feel alone in what you do. I am proud and grateful to the LPC team for showing up everyday to do this work with strength, kindness, respect, and reciprocity.

“Working for Len Pierre Consulting has been so positive for me. I feel my work, my knowledge and experience is valued. Most importantly, I feel supported. Sometimes our work means diving into topics that are deeply personal. Delivering workshops related to anti-racism and truth and reconciliation can be very hard on my heart but I know if I need support before or after one of these workshops, Len and his team are there for me. Len Pierre is an amazing role model and I feel so honoured to be part of his team.”

— Nadine McSpadden
LPC Consultant

It was important to me to ensure LPC decolonized traditional business approaches and was instead grounded in values and ethics that were not conforming, competitive, and capitalistic. Therefore, we are about quality and not quantity. I also don't believe that we will always have to have all the answers to fix everything. Sometimes this requires the work we do to be slower and less linear. When timelines do not align, we often have to ask clients to walk alongside us and decolonize their conceptions of time. As my dear friend Lise Gillies says, "we move at the speed of trust". Thus, I believe that building trust is key to the relationships we have with our clients and moving forward in the work we do together.

Trust goes both ways and also requires openness and flexibility to hear and incorporate feedback from clients. I believe that feedback is the essence of good work. If you have the heart space and mind space to be open to feedback, we can receive the information we need to be more gentler, firmer, clearer, etc. I appreciate all the feedback that has been shared with me over the years and value transparency in sharing my learnings with other associate consultants. Feedback has supported our growth as a team and organization and has helped us build meaningful relationships with our clients. As a result, we have been able to maintain many amazing and ongoing relationships with our clients who have become allies in this space.



Anna Pierre, the next generation.

What is the future for LPC? We have many dreams but we know those dreams will take shape in the way they need to. Central to this vision is elevating the next generation of Indigenous leaders. I dream of a future where Elders are valued and paid at the same level as doctors and lawyers. We also love celebrating and witnessing other Indigenous businesses and initiatives thrive. Above all, giving back to and honouring our community, which includes Elders, youth, and families, will remain at the core of why we do what we do and who we do this work for.

“As a recent addition to the LPC team, LPC is grounded in community, family, safety, and support through love and compassion, which are things that are missing in society as a whole and especially in work environments.”

— Candace Crockford,
LPC Consultant

LPC HIGHLIGHTS 2023

"When it comes to reconciliation there are a lot of things we know but we rarely get the opportunity to discuss what we can do. The aim of this conversation is to share what we can all do to mobilize reconciliation through action, personally and professionally."

Reconciliation with Radical Thought, Action, and Heart, by Len Pierre

HONOURING INDIGENOUS RESILIENCE, RESISTANCE, AND RESURGENCE

Hosted a truth and reconciliation gathering, ***Indigenous Stories of Resilience, Resistance, & Resurgence.***

GIVING BACK TO COMMUNITY

Raised more than **\$7,000** that went to **Indigenous housing and social services support** for Indigenous families across Katzie territory and Skwachàys lodge.

LEADING IN ACTION

Received ***DIVERSEcity's 2023 Reconciliation in Action Award.***

WELCOMING NEW MEMBERS TO THE LPC FAMILY

LPC team grew to **25+ members** who bring expertise from the education, health, and social sectors.

CELEBRATING INDIGENOUS BRILLIANCE

New Legacy 2022 and 2023 campaign with

31

Indigenous leaders and trailblazers.

ENHANCING THE LEARNING JOURNEY

Increased client services provided.

Launched LPC's first podcast with eight episodes.

Published a series of online courses.

Released online tools, guides, and webinars to support teams and organizations on their learning journey.

Created two guideline resources to support professionals:

- Guidelines for Working with Indigenous Elders
- Trauma-Informed Communication Guide

LPC RECEIVED DIVERSECITY'S 2023 RECONCILIATION IN ACTION AWARD

We were honoured to receive DiverseCity's 2023 Reconciliation in Action Award. Ashley Pierre accepted the Reconciliation in Action Award from DiverseCity on behalf of the LPC team. We were recognized for our innovative and transformative work throughout British Columbia to educate hearts, minds, and spirits through training and advising organizations on Indigenous cultural safety, reconciliation, decolonization, and anti-racism.

The annual DIVERSEcity Awards of Impact recognize and celebrate inspiring clients, volunteers, community members or community partners, who are making or have made a lasting impact through leadership, community building, innovation or inspiration. LPC has also had the opportunity to work with DIVERSEcity in several ways, including training sessions for staff, and working with the Surrey Local Immigration Partnership on various projects, including the Surrey First People's Guide for Newcomers.

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“One thing we can all do is to make a commitment to lifelong learning. Reconciliation is a marathon, not a sprint. Develop a healthy habit of seeking further education and opportunities to learn about Indigenous peoples and our shared colonial history in this country.”

— Len Pierre, CEO, LPC

Photo Credit: DIVERSEcity

(From left) Neelam Sahota, CEO, DIVERSEcity; Romy Kozak, Director, President's Diversity & Equity Committee and Faculty, English Department, KPU (award sponsor); Ashley Pierre, Len Pierre Consulting; James Delorme, Board Director, DIVERSEcity



CLIENT SERVICES

At LPC, we provide consultation services, workshops, and cultural advising. Our focus is on educating teams and organizations on topics such as racism, discrimination, oppression, state violence, colonialism, cultural safety, cultural humility, and reconciliation. Delving into these subjects and trying to make changes within a system can be challenging and evoke feelings of vulnerability, guilt, fear, or shame. However, we believe that confronting these discomforts is vital for advancing reconciliation. We view our work as a means of healing both for Indigenous and non-Indigenous communities, recognizing that we are all subject to colonial harms and disadvantages. We strive to guide, support, and uplift teams and organizations along their journey of cultural safety and humility, meeting each team and person where they are at.

“Our team understands that meaningful reconciliation first comes from awareness, understanding and education about colonialism in Canada. That’s why we support over 200 corporate clients in every sector of Canadian society on their learning journey to reconciliation with First Nations, Métis and Inuit communities through education and training.”

— Len Pierre, CEO, LPC



CLIENT SERVICES HIGHLIGHTS

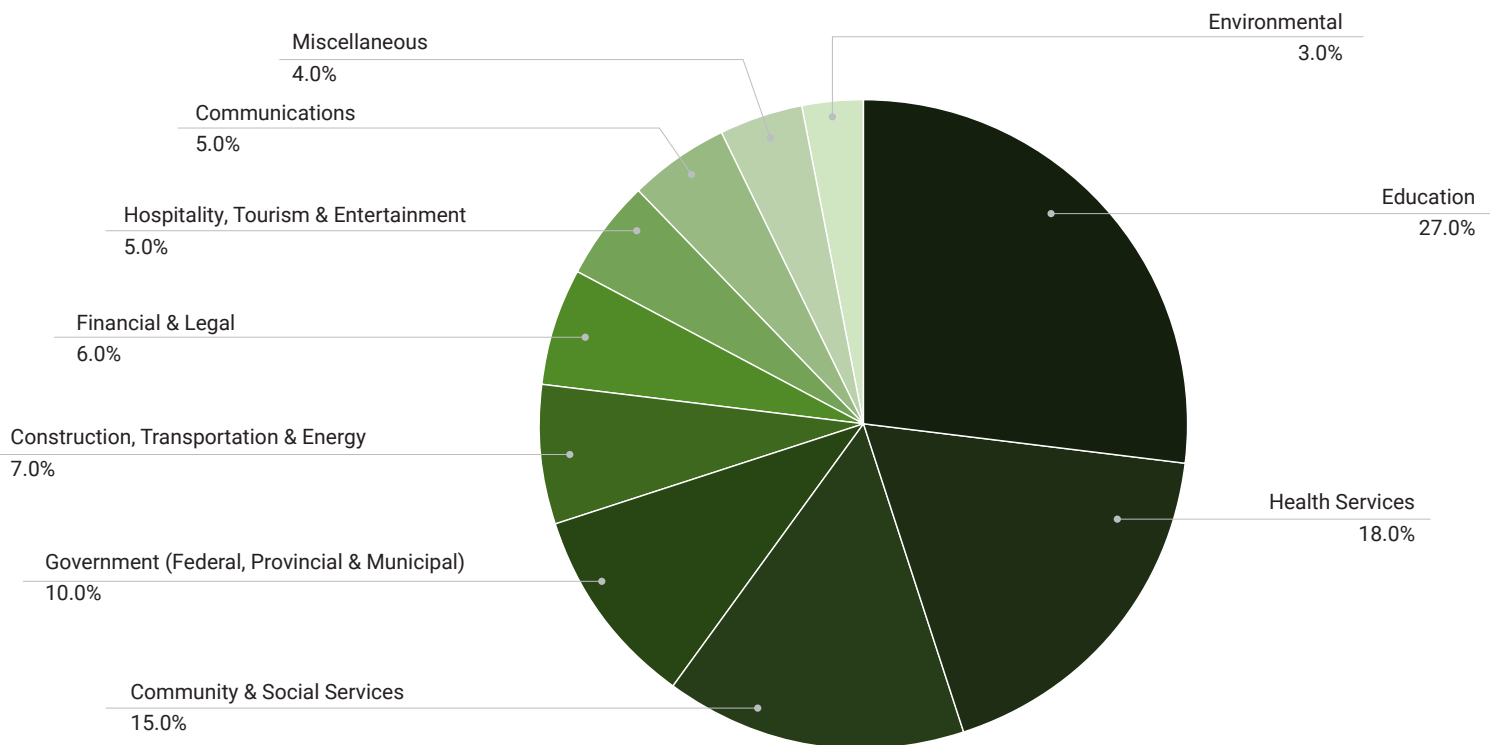
Over the past year, LPC saw a significant growth in client services. Client engagements in 2021 and 2022 set-up the foundation for growth in 2023 with more awareness of LPC services and an expansion of services and capacity with the addition of new team members. With over 450 inquiries, our client base grew by 193 clients across multiple sectors and locations across Canada.

We are grateful to the Doctors of BC, Burnaby School District, and the Nunavik Regional Health Board for our three most engaged clients of 2023.

“I work under the firm belief that as Indigenous Peoples, we cannot do this work alone. We need non-Indigenous peoples to be part of this work and to use their voice, power, and privilege and to role model what good allyship and solidarity looks like.”

— Len Pierre, CEO, LPC

LPC Client Services by Industry



Client Services Data

We are grateful to the Doctors of BC, Burnaby School District, and the Nunavik Regional Health Board for our three most engaged clients of 2023.

Keynote addresses delivered

23+ 

Client inquiries

450+ 

Top 3 industries served


1 Education
2 Health
3 Community and
Social Services



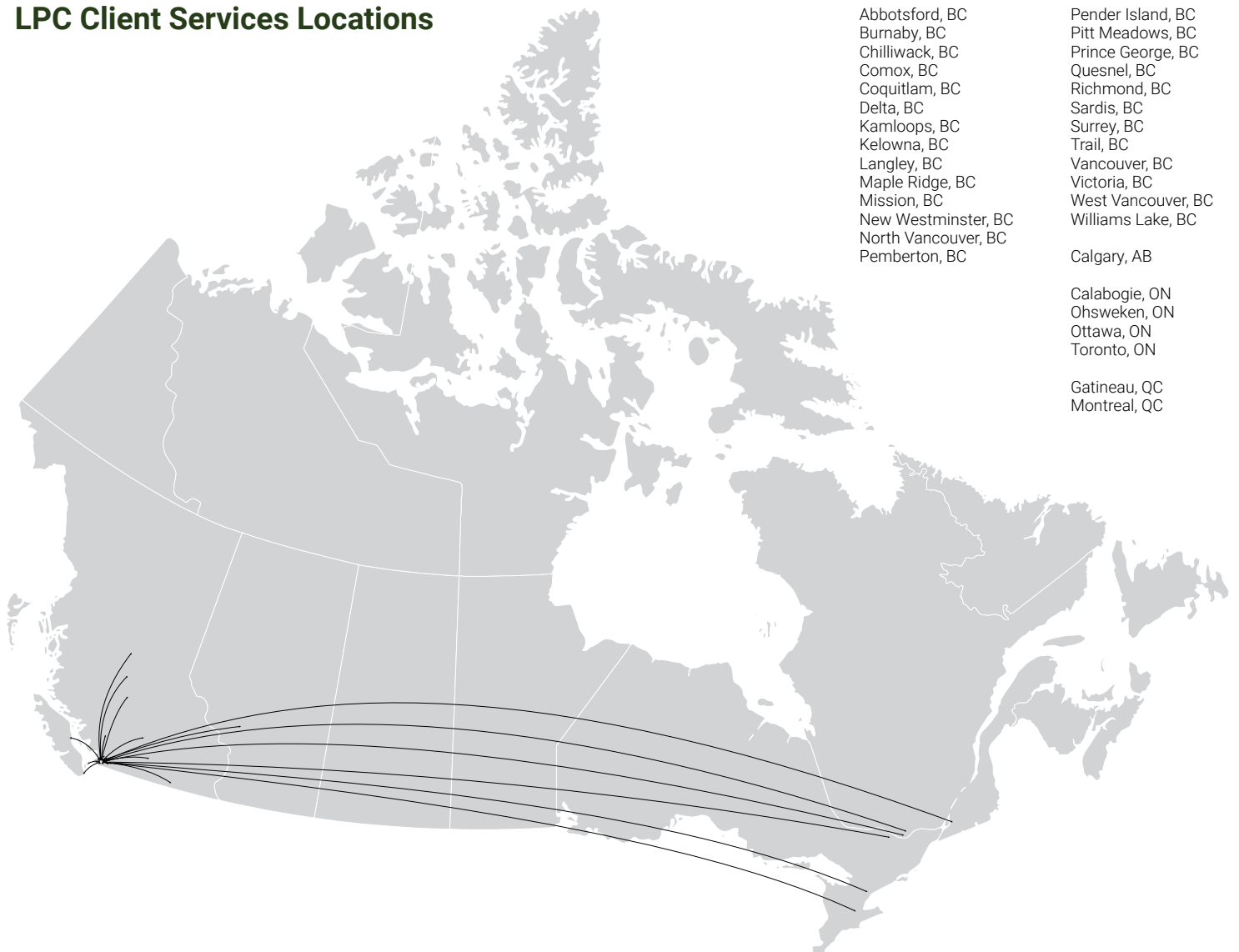
Education workshops delivered

250+ 

Clients were Indigenous organizations

8.4% 

LPC Client Services Locations



“The 2023 LPC platform continues to reverberate across multiple professional domains inspiring hope, fostering growth, transforming lives, and cultivating greater balance for generations to come.”

— Jordan White
Consultant



“

The clients we work with are recognizing that true transformation begins with listening, learning, and unlearning. It’s about recognizing and challenging the systemic barriers that perpetuate harm and inequity, and actively working towards dismantling them. The impact I’ve witnessed for our clients is inspiring. From fostering inclusive environments to implementing culturally sensitive policies, I’ve seen firsthand the tangible difference our collaborative efforts make in creating spaces where Indigenous voices are not only heard but honoured and celebrated.”

— Eva Habib,
LPC Consultant



*Top Right: Marissa McIntyre and Samantha Jack.
Middle Right: Samantha Jack.
Bottom Right: Nunavik Regional Health Board with LPC
Consultants Marissa McIntyre and Samantha Jack.*

WHAT WE LEARNED

As much as 2023 came with a significant growth in the services we provided, it also came with learning, adjusting, and improving the way we work as a team and with our clients. We gleaned invaluable lessons that have helped us improve our processes, tools, and supports for clients as we managed an increased volume of inquiries. As much as we strive to meet all client requests, we had to quickly learn how to manage client expectations and streamline our process and workflows to improve communication. At times, this meant passing on incredible opportunities if we could not provide support or communicating realistic expectations in terms of timelines and capacity.

Learning about the needs of our clients has been instrumental to guide what we need to change, improve, and what resources would be helpful to create to support organizations on their continuous learning journeys. Evaluations from each session and feedback provided helped us shape the tools, guides, podcast topics, etc. we developed this past year. Online courses were also created as another way to provide training in an accessible, cost-effective, and engaging way.

In support of our team, we learned more about what our consultants needed to provide the best support for our clients. This included establishing an LPC facilitators community of practice to gather to share experiences and learnings with one another. Coming together in celebration and wellness has also been important to our team. Various LPC team events and gatherings were held throughout the year to foster connection and collective learning.

Lastly, building relationships with our clients and how we show up in this work is important to us. We learned the importance of establishing a community and continuing opportunities for connection. We developed an [LPC Online Learning Community](#) for any client to join, access, and share further training and resources. We also engaged previous clients to participate in giving back to Indigenous families and communities through our various events and community initiatives. It has been a highlight to see these relationships continue and we look forward to creating lasting relationships with more clients this coming year.

“The growth we witnessed this past year helped us establish a foundation and infrastructure for future growth. It has been incredible to witness the work that has taken place at LPC - from supporting teams with action planning to providing multiple educational sessions to helping organizations decolonize the way they work and think...the ripple effects of this work will have impacts for years. I have hope this is just the start and continuation of change, moving towards establishing equitable, safe, and respectful systems that honour, care for, and celebrate Indigenous Peoples, cultures, and communities across Canada.”

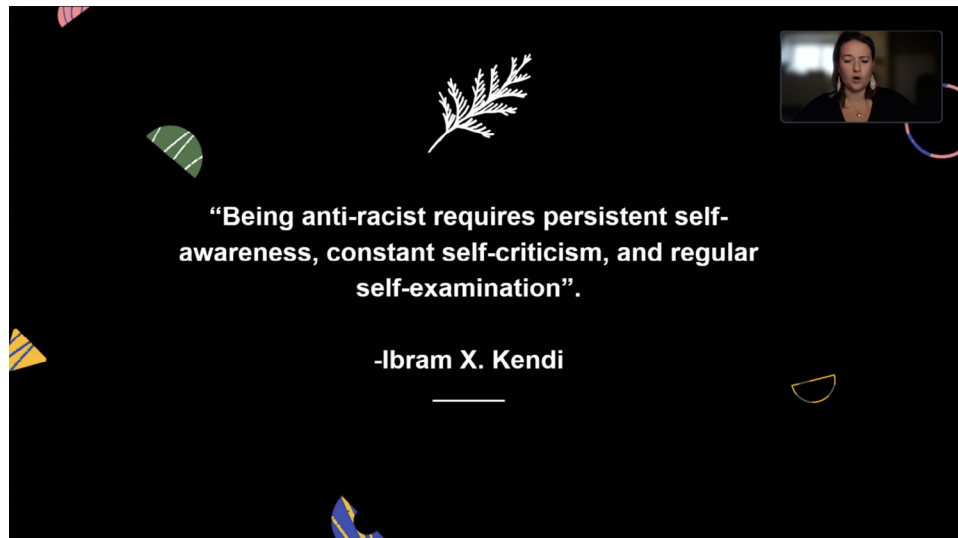
— Shantelle Matos,
LPC Manager of Client Services

KEY TRAINING INITIATIVES

Inclusivity Insight

LPC delivered a series of webinars in partnership with Inclusivity Insight, formerly known as HRx, to support organizations in their ongoing learning journey to reflect on how Indigenous Peoples can be better supported in their places of work as part of a broader process of reconciliation, decolonization, and social justice.

Consultants, Marissa McIntyre and Noelle Saemerow, provided training on Indigenous allyship, reconciliation, and equity-informed practice with over 1,500 participants for organizations such as Best Buy, Make-A-Wish, and the Regional Municipality of York.



Marissa McIntyre presenting on Indigenous Allyship and Anti-Racism with Inclusivity

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“At Inclusivity, we are often asked about what cultural advocacy looks like in the workplace. How can non-Indigenous employees be allies for their Indigenous colleagues?”

It is important to recognize, says Marissa McIntyre, a facilitator with Len Pierre Consulting, that anti-Indigenous racism exists across scales: it is internalized, interpersonal, institutional, and systemic. Up to 90 percent of anti-Indigenous racist acts are “covert,” or socially sanctioned.

In practicing allyship, non-Indigenous colleagues need to challenge false beliefs, such as that a workplace cannot be racist if it is diverse. To support Indigenous peoples at work, non-Indigenous peoples need to commit to ongoing learning and take action to challenge racism across scales.”

Inclusivity Insight (blog post)

Port of Vancouver

LPC partnered with the Port of Vancouver to deliver seven Indigenous Cultural Safety training sessions. 122 staff were trained across multiple teams from human resources, infrastructure, communications, and more.



Richard Pierre training with the Port of Vancouver

Doctors of BC

The Joint Collaborative Committees (JCCs) worked with LPC to provide physicians with a unique cultural immersion experience within local First Nations communities. Hosted in a community longhouse or cultural gathering space, sessions provide a deeper understanding of the enduring and painful history that continues to affect Indigenous people across generations. This oral teaching method guides participants through a profound journey of discovering the impacts of colonization and the trauma inflicted by residential schools, all of which inform their approach to culturally safe care.

Each session commenced with a traditional welcome protocol offered by the local First Nation community, followed by cultural teachings and a meal prepared by the community. The centerpiece of these sessions is the Circle in a Box exercise. After each session, a circle debrief provides every participant an opportunity to share their reflections on the experience.

“Gathering in local First Nation communities also provides an opportunity for local physicians to connect with the health teams working within the First Nation. This fosters relationships and strengthens communication, which builds a bridge for future collaboration and improved health care outcomes.”

— Doctors of BC



“For many physicians, this is their first visit to a First Nations community. The JCCs express immense gratitude to these communities for warmly welcoming us and allowing these critically important learning sessions to take place. We acknowledge the significance of this gesture with great humility and place great importance on respecting local protocols and adhering to teachings such as covering speakers with blankets, offering gifts to the host community and cooks, and learning local customs to demonstrate respect and humility towards each nation.

— Doctors of BC



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“The First Nations Community-Based Experiential Learning Session hosted by Len Pierre Consulting is a powerful experience that every physician, health care worker and Canadian should experience. I have had the privilege to attend more than one over the last year, and each time, my understanding grows deeper and I move farther along a journey of decolonization. The compassionate environment that Len Pierre and the team creates is masterful, considering the challenging realities that are addressed during this session. It is an honour to be invited into the community, and into the longhouses in order to share these experiences, especially as a settler. I am grateful for the context, the wisdom and the depth that Len Pierre is able to provide, in a respectful manner, over a relatively short time frame.”

— Dr. Josh Greggain,
Past President of Doctors of BC

CLIENT TESTIMONIALS

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“CPTBC has benefited from the wisdom of Len Pierre and his team tremendously. We’ve worked closely with both Len and Eva Habib to nudge slowly but steadily toward the changes needed to honour our commitment to integrate cultural safety and humility into our health regulation. Len has an innate ability to describe First Nations cultural practices with both passion and kindness. When we have questions, we are welcomed to approach him without feeling threatened or uncertain about asking the wrong thing in the wrong way. Eva’s knowledge of project management and her skill in finding exactly the right language to frame our intent within goals and objectives, as well as her wealth of experience at the provincial level have been instrumental in our work this year.”

— Kathy Davidson
on behalf of the College of
Physical Therapists of BC

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“I have so much gratitude for Len, and his team, for providing guidance, and insight for our team at Alex House. Len has shared the teachings of Katzie Nation, the Coast Salish people and helped me open a door to cultivating a meaningful relationship with Semiahmoo Nation that has provided a way forward. The work we have done learning with Richard Pierre has been a gift, an open sharing and dialogue around the history and impacts of colonization. Last year, our team had a session with Candace Crockford on Indigenous Trauma and Equity Informed practice, and our team expressed gratitude for the learning, and felt grounded in the work. More recently, we had Samantha Jack facilitate a session on Allyship. The community showed up ready to learn, and Samantha left us all inspired to learn and do more. LPC has helped me and our team navigate a path that includes Land Back. I would never have imagined where we would be today - this fall we will be hosting an Apology Ceremony with Semiahmoo Nation, and hope to sign a MOU that outlines our commitments moving forward, in a good way. I am very grateful for the mentorship and guidance that Len has gifted us on our decolonizing journey.”

— Penny E. Bradley
Executive Director
Alexandra Neighbourhood House

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“We have engaged with Len Pierre Consulting to facilitate many experiential learning sessions around the province in order to support physicians with understanding colonization and the impacts of residential school trauma. These sessions help providers to have a deeper understanding of the experiences of Indigenous people so they can provide culturally safe care. The sessions have had a profound impact on all those that attend. Hands raised to the amazing facilitators who are incredible at creating a learning experience that moves knowledge from the head to the heart.”

– Tracy Elke
Liaison, Doctors of BC

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“We have been working a lot to include Indigenous resources and activities into our classrooms. Nadine, you inspired many of our educators at our company in-service last September!”

– Debby Back
Creative Kids

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“Len Pierre is a powerful force for positive change. He captivates his learners and supports every person in their journey towards Reconciliation. He is unifying Indigenous and non-Indigenous peoples in a way that I haven’t experienced before. He empowers everyone to collectively work together and grow together.

‘Reconciliation is less about intensity. It’s more about consistency.’

– Len Pierre.

Those words are so strong and a lesson for us all.”

– Alison Marchbank
Human Resources Advisor,
Government of Canada

“

“Noelle, thank you for taking time to share your insights and expertise on Indigenous Trauma and Equity-Informed Care with our Social Work colleagues practicing across health care settings throughout the Lower Mainland. We have heard from participants that this education was very beneficial to their professional growth and appreciate the efforts you made to provide such a rich learning experience for all.”

— Jenny Hyman, on behalf of the Inter-Health Authority Social Work Committee

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“With Jordan’s input and support, we have been successful in creating a safe learning environment, one that is truly community-led. Each time we meet as a group, the list of attendees grows each month, we learn more about each other, about Jordan, and about our strengths, dreams, gifts, capacity, and blind spots. As we enter the 7th Year of BC’s Declaration of the Opioid Crisis, now more than ever we need to come together in our collective wisdom. Jordan’s gifts and talents, makes this collaboration possible.”

— Kamloops Community Action Team

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“Len, you have inspired me and also guided me not only through your personal experience but also what you share online for free. As the Member at Large and Indigenous Worker for my union CUPE 403, I am making small steps in helping the Township try to be more open to truth and reconciliation, but I find not everyone cares about it. But I did have a small victory today and was invited to do a territory acknowledgement at a big foreman/supervisor/managers lunch and learn. It’s been hard to get the employer on board with doing acknowledgments. Although they messed up and forgot to allow me to do it at the start of the meeting, I still took it as an opportunity to educate and move forward in a positive way. I shared how we are connected to these territories by way of the work we do as municipal workers as well as on our own time with our families while out on the land. I thank you Len as well as the Aboriginal Support Workers from the Langley School District and Donna Gabriel. Together, I have learned so much and I am lucky to have local Indigenous superheroes to look up to and learn from.”

— Konrad Beston, Foreman 2, Stormwater Construction, Township of Langley

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“Len hosted a lunch & learn session to discuss the significance of Indigenous Cultural Safety as a growing safety initiative for organizations across Canada at my company, Fluor Canada Ltd. Fluor is a large corporate company that employs a very diverse and international staff. As the only self-identified woman of mixed heritage in this office, I make it a priority to bring Indigenous Relation Initiatives to the office and Len’s discussion was just the beginning. The lunch and learn opened minds, started conversations, and created curiosity for many of my colleagues. Len is calm, knowledgeable and his kind and relatable presentation style brings heavy content to his audience in a way that makes it easy for all to listen, absorb, and learn. The questions that were asked to Len on the day and then to me after attendees had time to process the content, gave me hope and this speaks volumes to who Len is and the way he brings the knowledge to all who attend his sessions. I highly recommend Len Pierre Consulting and the Indigenous Cultural Safety Sessions!”

— Sheila Martens (she/her)
FLUOR CANADA LTD.

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“Len Pierre Consulting was able to lead a deeply insightful webinar for the community here at the Home Sharing Support Society British Columbia (HSSBC). By weaving together their own experiences with rich knowledge and practices of Indigenous cultures, they shed light on the barriers of Indigenous people with disabilities navigating colonial systems to obtain their rightful support and services. The Society is in deep gratitude for receiving this wisdom in a safe space where questions are met with understanding and openness, devoid of judgment. Len, Lise, and Candace did a phenomenal job of facilitating this important conversation in the disability sector, and we hope to continue it with their guidance.”

— Shali Tayebi (she/her)
Home Sharing Support
Society BC

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“Collaborating with Jordan to develop provincial education and training on child and youth mental health was an extremely positive experience. Jordan is a passionate advocate who supported the team to collectively explore how we could embed the principles of cultural safety, humility, and anti-indigenous racism into our work. He was always patient and open, as we learned to come alongside the wisdom he had to share, particularly the importance of approaching our work from a Two-Eyed Seeing perspective. Jordan’s support helped the team to develop a better understanding of concepts and approaches to decolonizing health care systems.”

— Child Health BC

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“This weekend, I was honoured to hear Len Pierre speak and share, was one of enlightenment and education. To have a front row seat and share a meal with this incredible soul and speaker, and even cross paths on the seawalk, was an incredible exchange of energy and ideas. So often I wanted to shout out that weekend ‘YES. that’s what I’ve been trying to tell people.

As a novice speaker and veteran story teller and advocate for “words matter”, thank you so much, Gilakas’la, haychka. Never ever stop talking, your message will change and save lives. Mine included. My hope is to see this created into a model for children and adults. Let’s make it as important as learning to read and write. On behalf of myself and many others in my community, we appreciate you and are waiting to hear when you will be back to our slice of paradise on the North Island Territories.”

— Sherry Hoover
Port Hardy, BC

“

“I continue to be impressed with Jordan’s commitment to supporting under-served communities, while emphasizing decolonial work. He has facilitated respectful dialogue with many of our local Indigenous communities who can benefit from the services we provide.

Jordan’s dedication to making mental health services accessible and inclusive exemplified our organization’s core values and mission. In addition, his level of professionalism, responsiveness, and empathetic nature was evident in his interactions with clients, colleagues, interns and supervisors.”

— Moving Forward
Family Services

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“Len Pierre is an experienced facilitator and highly effective educator in Indigenous Cultural Safety training. His class on Indigenous Trauma & Equity Informed Practice expanded my understanding and provides missing context not usually covered in other trauma-informed practice training sessions. This short course is an essential foundation for anyone working in health, mental health, education, or child welfare services. As a white settler educator occupying Indigenous lands, I will always be in a process of Unlearning socially reinforced colonial lies that are coached into systems, leadership, and service training. Thank you Len for sharing your experience, knowledge and critical analysis widely for service providers to learn how to do better, more respectful and safer work.”

— Dr. Laurie Harding (settler/she/her),
Insight Indigenous Anti-Racism
Coaching Services

GIVING BACK TO COMMUNITY

Since time immemorial, sharing food and baskets has been incredibly important to our culture and community. In the spirit of giving and taking care of each other, the LPC team organized an annual Food Basket Drive for hardworking Indigenous families who reside in Katzie First Nation territory. We partnered with Katzie First Nation, Surrey Urban Indigenous Youth Council, and Fraser River Indigenous Society to deliver these baskets.

“LPC began gifting Winter Baskets to the community in 2022. We had it in our hearts and minds to give families Winter Baskets to make their Solstice season a little bit brighter.”

— Malissa Smith,
LPC Manager of Special Projects

In 2023, over \$2000 was raised to make four winter food and supply baskets. Baskets included food and key necessities (i.e. dish soap, laundry soap, toilet paper, etc.), recognizing the rising costs for household goods.

We would like to thank all our friends, family, colleagues, and clients for their generous support to make this possible. Each year we aim to reach more families in the Katzie Territory.

If you are interested in donating to the Winter Baskets, donations are accepted in late November to early December. Please contact Malissa at malissa@lenpierreconsulting.com for more information.

“The Surrey Indigenous Youth Advisory Council (SIYAC) is incredibly grateful for Len Pierre Consulting in donating a Winter Basket to our SIYAC Christmas Program. This thoughtful contribution was given to one of our recipients, who expressed deep appreciation for the hamper and went beyond their expectations. Your kindness and support is exactly why we as youth began this program, to bring our community together to support Indigenous youth, elders and families during the holiday season. Thank you for helping us make a positive impact in our community!”

— Surrey Indigenous
Youth Advisory Council



Food and supplies purchased for the Winter Baskets

NEW LEGACY PROJECT



At the heart of LPC is celebrating, sharing, and honouring the next generation of leaders who are paving the way for meaningful change in politics, art, health, education, law, activism, culture, and beyond.

The year 2021 was a turbulent and extraordinary year for Indigenous peoples across Turtle Island (North America). The 'In Plain Sight Report' was released in November 2020 uncovered Indigenous-specific racism in the health care system. In May 2021, 215 missing children in mass unmarked graves were recovered at the Kamloops Indian Residential School. This recovery shocked Canada and the world to a hidden and often unspoken truth we have been living with for far too long.

We wanted to show the world and our own people that we are actively building our own new legacy. Thus, a New Legacy campaign was born as a virtual celebration, a gathering, a statement to the world, that as Indigenous people, we are still here and we are doing amazing things and impacting change. The New Legacy Project celebrates and shares stories of Indigenous leaders while acknowledging the trail blazers and shoulders of giants whom we stand on - our ancestors, parents, grandparents, teachers, and mentors.

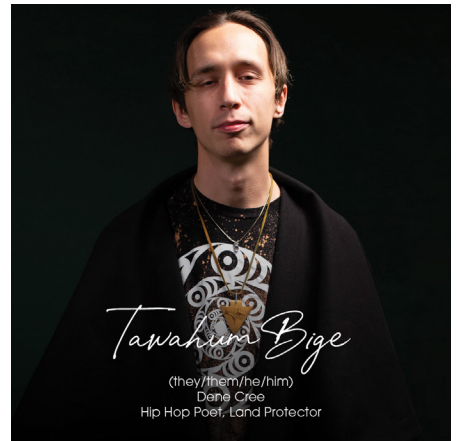
LPC hosted the New Legacy Project two years in a row. Each Indigenous leader invited to participate had a private photoshoot and video interview, which was held at the Kwantlen First Nation Longhouse. The entire project was rooted in culture with smudging, drumming, cedar, medicine, regalia, laughter and story sharing.

Indigenous leaders shared their stories with our project team, which left us with deep gratitude and admiration. What stood out to us with almost every interview is that we are all (as Indigenous people) driven by a desire to contribute to something: to leave the world a better place than we found it, to give our children a better world than our parents gave us.

*Photos by: Karla Parker of La Casa De Lala Photography
Graphic Design & Creative Director: Dusty Yurkin of Dusty Anna Design & Consulting
Project Management & Event Planning: Malissa Smith*

2022 NEW LEGACY PARTICIPANTS





Photos by: Karla Parker of La Casa De Lala Photography
 Graphic Design & Creative Director: Dusty Yurkin of Dusty Anna Design & Consulting
 Project Management & Event Planning: Malissa Smith

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Being a part of the New Legacy Project was an honour and I was happy to be invited to participate. Leadership, mentorship and guidance are foundational pillars in a lot of Indigenous communities, all of which Len has provided to me as a student, new professional and as someone who is always learning about their history, culture and language. In my family, I am the first person to graduate from university (BA, MA) and being a part of the New Legacy Project acknowledges not only my hard work, but the hard work of my family. Without their continued support, patience, and encouragement, college and university would have been impossible. As a communicator, Slow, strength-based Indigenous storytelling is important to me. I hope to continue the long legacy of Indigenous storytelling, as well as providing opportunities to Indigenous Youth & students who are interested in journalism and communications.”

— New Legacy Model
Amei-lee Labouca

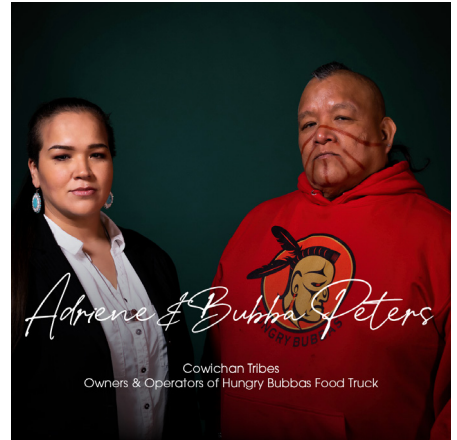


BEHIND THE SCENES

New Legacy 2022 photoshoot, behind the scenes.

2023 NEW LEGACY PARTICIPANTS





Photos by: Karla Parker of La Casa De Lala Photography
Graphic Design & Creative Director: Dusty Yurkin of Dusty Anna Design & Consulting
Project Management & Event Planning: Malissa Smith

BEHIND THE SCENES

New Legacy 2023 photoshoot



LPC PODCAST



This year, we launched our first LPC Podcast on Spotify to serve as a listening platform for sharing Indigenous knowledge, inspiration, and professional tools to support listeners with ongoing application of and learning on decolonization, reconciliation, and cultural safety. Each episode features an LPC team member or an Indigenous leader. Eight episodes were released in 2023 ranging from sharing teachings on territorial acknowledgments, how to respect Indigenous youth, the importance of redefining disability, the role of non-Indigenous peoples in cultural safety.

“The LPC podcast weaves together insights, stories, and expertise to illuminate the path ahead. It’s not just about sharing knowledge; it’s about fostering connections, sparking dialogue, and paving the way for innovative solutions. Through the podcast, I’ve learned that true impact comes not only from what we know, but how we share it.”

— Candace Crockford,
LPC Consultant

PODCAST EPISODES:



1. Transformative Territory Acknowledgements



2. All about Marissa (Kenaytco) of the Nlaka'mapux Nation



3. All about Culturally Committed with Kim Trottier



4. Respecting Indigenous Youth



5. Redefining Disability with Lise Gillies



6. Indigenous Trauma & Equity Informed Practice



7. Get to know Len



8. Get to know LPC

HONOURING THE NATIONAL DAY FOR TRUTH AND RECONCILIATION



INDIGENOUS STORIES OF RESILIENCE, RESISTANCE, & RESURGENCE:

Honouring the National Day for Truth & Reconciliation



The National Day for Truth & Reconciliation on September 30th, 2023 honours the lives of those impacted by residential schools and other forms of state violence carried out against Indigenous peoples in colonial Canada. It also serves as an opportunity to reflect and hold up the great work Indigenous peoples are leading with respect to Indigenous resistance, resurgence, healing, and reconciliation.

At LPC, we believe in the power of stories and voice to create transformative change for Indigenous Peoples' and to guide ongoing reconciliation. In honour of truth and reconciliation, LPC hosted its inaugural Truth and Reconciliation gathering, **Indigenous Stories of Resilience, Resistance, & Resurgence**, on September 29, 2023. This gathering brought together 185 Indigenous leaders, clients, and the LPC family to share an evening dedicated to hearing stories of Indigenous resilience, resistance, and resurgence from Indigenous activists and leaders. We were honoured to have Gabriel George (Tsleil-Waututh Nation), Samantha Jack (Nuu-Chah-Nulth and Yale Nation), Amanda Kenoras (Musqueam Nation), and Xweli7stanaut, Sariah Jacobs-Green (Squamish).

Space was held for Indigenous artists to showcase their work throughout the evening. Attendees also had the opportunity to network and connect with others from the LPC learning community who are interested in and committed to advancing Cultural Safety, Reconciliation, Decolonization, & Anti-Racism within their organizations.

Sariah Jacobs-Greene performing at the Indigenous Stories of Resilience, Resistance, & Resurgence gathering.



Proceeds from this event raised over \$5300 for the Skwachàys Lodge Artist in Residence Program to support Indigenous resiliency, resistance, and resurgence through art. This program provides a unique and life-changing experience for practicing Indigenous artists by providing housing, access to shared artist workshops, and participation in programming opportunities for personal and professional development that help artists develop their craft and move into the next phase of their careers.

Special thanks to all of our speakers and artists who were generous with their teachings, for our partners at Indigenous Housing Society and Skwachàys Lodge for all the good work they do, and for all of our LPC clients who supported us through their presence, sponsorship or donating to our silent auction. Special thanks to the Pinnacle Hotel Harbourfront for hosting and sponsoring this event.

Top: Len Pierre speaking and welcoming everyone at the event.
Bottom: Amanda Kenoras



“Our National Day for Truth & Reconciliation Gathering, Indigenous Stories of Resilience, Resistance and Resurgence, was an opportunity to platform brilliant Indigenous voices leading powerful work with respect to the healing and resurgence of their nations.

Moments like what we shared that evening are so essential to continue inspiring each other and to generate the collective energy to advance positive change within our respective roles. It was an honour to hold that space and all of us at LPC carry deep gratitude for everyone who showed up and helped make it possible.”

— Noah Chalifoux,
LPC Manager, Partnerships
& Brand Development



Top: The LPC Team at the gathering: Jordan White, Dennis Leon, Candace Crockford, Noelle Saemerow, Eva Habib, Shantelle Matos, Samantha Jack, Noah Chalifoux, Jayme Gabriel-Chan, Malissa Smith, Len Pierre and Richard Pierre. Bottom: Samantha Jack speaking at the Indigenous Stories of Resilience, Resistance, & Resurgence gathering.

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Reconciliation calls for systemic transformation as the current colonial processes only serve a select few. To meet this transformation will call for more unconventional ways of thinking, doing and feeling. That means we will need to think outside the box when it comes to reconciliation and where it can exist for us all.”

— Len Pierre, CEO of LPC



Top: Gabriel George speaking at the event.

Middle: Table set up at the event.

Bottom Left: Len Pierre and Malissa Smith at the event.

Bottom Right: Heather Gibb, Vanessa Mountain, Noah Chalifoux, Malissa Smith and Len Pierre.



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“To listen, and digest the stories and songs of each speaker - all of whom were fairly young individuals (the LPC team did not have elders speak for tonight should be a time of rest for them ahead of tomorrow’s somber day) whose moving stories shared a common thread of loss and degrees of intergenerational trauma resulting from colonization, Residential School Systems, day schools, the Sixties Scoop and cultural genocide.

But we also celebrated. We celebrated achievements, Indigenous businesses, dance, Indigenous art and culture, raised some funds, and I met some new people and fellow allies.

Canada (on the land also known originally as Turtle Island), we have a long way to go and we need to start with learning the truth; listening to our Indigenous neighbours, the Elders and the Youth; familiarizing ourselves with the calls to action; and moving towards reconciliation through ongoing learning and action. All with love in our hearts.”

Shared with permission from Marissa Stalman, attended Indigenous Stories of Resilience, Resistance, & Resurgence



TRUSTING IN SPIRIT: MOVING FORWARD ON OUR JOURNEY

In reflecting on our journey, we are reminded of a profound lesson imparted by Len's mentor, teacher, and professor, Saylesh Wesley. Saylesh reminded him to trust in spirit. This teaching serves as a reminder that we are not alone. We have armies of ancestors rooting for us and giving us strength to accomplish what lies ahead. This is a teaching we will carry with us everyday and will help guide us as a team as we move forward on our journey.

Looking ahead, our vision includes establishing a non-profit arm supported by corporate sponsors, which will enable us to fund events and initiatives such as an LPC scholarship. We plan to sustain our impact through ongoing fundraisers like the Truth and Reconciliation gathering. Initiatives such as mentorship programs, a coaching series, and paid internships will expand our community reach and the depth of our services. Additionally, publishing a book documenting LPC's journey will serve as a significant milestone for our organization.

Above all, our aspiration is to emerge as a national leader in advancing Indigenous rights, cultural safety, decolonization, and reconciliation. We are committed to continuous growth, expansion, and advocacy, fostering unity between Indigenous and non-Indigenous communities. Together, we envision a future free from racism and discrimination, anchored in principles of equity, inclusivity, and empowerment for all Indigenous Peoples across Canada for generations to come.

“LPC continues to be a catalyst of change and hope towards decolonization, equity, and justice as we continue walking together for all my relations in 2024.”

— Jordan White,
LPC Consultant

In the short term, our focus is on streamlining our training by offering online seminar sessions with reduced barriers to entry. We are committed to amplifying our online presence through platforms like podcasts, YouTube, and an online store. Strengthening these efforts with targeted social media campaigns and enhanced online accessibility will deepen our community engagement and diversify our offerings. Additionally, we're excited to announce LPC's inaugural retreat in the fall of 2024, where our team will come together to strategize, connect, and celebrate.

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Looking ahead, I envision a future where Indigenous cultural safety is not just a checkbox but a fundamental pillar of every institution and organization. Together at LPC, we are paving the way for a more equitable society, where Indigenous peoples' rights, perspectives, and contributions are heard, respected, valued, and upheld in every facet of life.”

– Eva Habib,
LPC Consultant



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Working with LPC has been such a beautiful learning experience for me. I have not only been privileged to receive teachings from Len, other facilitators, and Community Knowledge Keepers and Elders, but also to learn so much from each participant and client I work alongside. I walk away from the work with a renewed sense of hope for the future, and a reminder of the immense amount of good work happening across organizations.”

– Noelle Saemerow,
LPC Consultant



"We talk about baskets because we have little cedar baskets, and our Elders tell us it's our journey to take your basket and fill it with as much knowledge as you possibly can in your lifetime, so by the time you reach to be an Elder, your cup or your basket will be so full [that] now it's up to you to spread that knowledge to the younger people."

— Rich Pierre, Elder & Cultural Advisor, LPC

LPC RESOURCES

Visit our website: [Len Pierre Consulting](#)

For more information on **client services**, fill out our [contact form](#).

If you're interested in **sponsoring** LPC activities or discussing partnership opportunities, please reach out to events@lenpierreconsulting.com

SERVICES
ONLINE COURSES
PRESENTATIONS
GUIDES
BLOG
PODCAST ON SPOTIFY
PARTNERSHIP RESOURCES

JOIN OUR LPC LEARNING COMMUNITY

This virtual space is for colleagues and allies to gather, share, learn, and support one another on their learning journey's. You can participate in open chat forums where you can exchange resources with other members. [Join the LPC Community!](#)



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Thank you



www.lenpierreconsulting.com