

Indigenous Education Protocol - Integrated Multi-year Work Plan			
Student Recruitment			
Theme Description	College Lead(s)	REVISED Year 2 2016-2017	Notes
Marketing and engagement initiatives	Carrie Truman /Recruitment	In collaboration with Aboriginal Student Services, hire a short-term Aboriginal Recruiter/Researcher. Student Services SSW practicum student will also provide research and focus group support. Using the research from these positions and recent analysis from past recruitment efforts, develop a business case for an Aboriginal Grad Recruiter. This business case and resource ask will also align with the integrated Planning for Services exercise that will be completed in Winter 2016. Build on FMNI student recruitment by tapping into current Aboriginal Student Service staff and faculty. AEI partnership discussions have potential to support recruitment efforts.	We completed the following research, Indigenous Student Outreach and Engagement at Fleming College, which will inform the way forward in regards to outreach, engagement and recruitment. Presented recommendations to ELT as a Business Case as part of the Integrated Planning Process. New position approved and on track to be hired for September 2017. SSW Practicum student completed research on student perception of IEP. Bishkaa - ANISHNAABEMOWIN FOR "RISE UP" - Piloted this transition program with Trent. Bishkaa provides a holistic approach to incoming Indigenous students' well-being by utilizing Elder's teachings and experiences on the land. It begins as a 3 day on-campus end-of-summer orientation program and continues as a mentorship throughout the school year.
Training, Awareness, Cultural Supports and Space			
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Employee Recruitment	Sonia Crook / HR	Develop a plan on how to hire Indigenous employees at all levels.	Developed a plan on how to hire Indigenous employees at all levels. Advertising contact database assembled and relationships established. We have reached out to various First Nations Communities in the local area as well as researched various indigenous job board sites; documenting the various costs, establishing and updating contact information and processes associated with each. We have done targeted posts on our Facebook careers site including those specifically for Indigenous roles. College has posted the following 5 senior administrative positions on Aboriginal Careers site in an attempt to attract more Indigenous applicants: Director, Strategic Planning & Product Development, 2 Chair positions at SENRS, Principal / Dean at SENRS and Dean, Flexible Delivery & Contract Training. Elder / Traditional Indigenous Knowledge Advisor position and FT Faculty Indigenous Perspectives position posted on this site, targeted social media sites and directly with community groups. These posts have resulted in numerous additional likes and engagement on social media from Indigenous communities. Positions specific to our Aboriginal Student Services department include a clause in the job posting that says we will give preference to applicants who identify as being of Aboriginal heritage as a bona fide occupational requirement. We have researched and joined various social media job posting groups targeted specifically to Indigenous communities and will be posting on each. RFP for executive recruiting firm contains requirement for presence of an Indigenous candidate sourcing strategy
Employee Recruitment	Sonia Crook / HR	Develop a process for compensation for Traditional Knowledge.	In consultation with the Academic Division, Aboriginal Student Services, and Accounting a new procedure has been developed for Miigwewin (previously honorarium) payments for Indigenous Traditional Knowledge Holders which better recognizes the cultural nuances involved in providing appropriate financial considerations to Traditional Knowledge Holders. A short-list of these TK Holders with a variety of specialized knowledge has been prepared in consultation with Aboriginal Student Services. Language in job postings updated where Indigenous heritage is a Bona Fide Occupational Requirement or strong preference. Posting for FT Faculty position for Indigenous Perspectives contained language that demonstrable traditional knowledge will be considered as an alternative to formal education. Similar language to be included in upcoming Assistant Manager, Aboriginal Student Services position.
Employee Recruitment	Sonia Crook / HR	Determine how to elicit self-identification.	Preliminary investigation has been undertaken identifying how to include this information within the College's ERP system (Oracle/PeopleSoft). More discussion is required as to the process for self-disclosure.

New employee orientation training	Sonia Crook / HR	Integrate into orientation for all employees	New employee orientation training includes information about Fleming's commitment to the IEP and its meaning.
Aboriginal Cultural Safety Training for Fleming community	Students - Judith Limkilde/ Mark Gray; Employees - Lynn Watson/Mark Gray; Faculty specific - Judith Limkilde	Faculty - VP Academic will be hiring an Indigenous support staff as part of the Learning and Design Support Team to help faculty with foundation work. Will need to be clear on expectations for Faculty. Employees - HR to determine what awareness/knowledge is needed for different staff. General awareness available for all staff. Potentially a certificate program, with a foundation and a menu for areas of interest. Emphasis on training for leaders.	Faculty – An Indigenous Education Specialist position (short term) has been created to assist faculty to build content into their courses that embodies the learning approaches and the intellectual and cultural traditions of Indigenous persons as well as reviewing Academic Policies and procedures to ensure they align the values espoused in the IEP. The incumbent will maintain strong relationships with Aboriginal communities, agencies, and employers. They will contribute to business and strategic planning, identifying key Indigenous education institutional deliverables. Employees – A Leaders' Meeting occurred in June which provided an introduction to the history, the IEP, our role, a community panel, an opportunity to relate it to our work and an experiential activity.
Develop a College resource list of approved local traditional knowledge holders/keepers, who can work on-campus	Mark Gray, Judith Limkilde	Ongoing.	A resource list has been created and will be maintained by Aboriginal Student Services.
Aboriginal student supports	Mark Gray /Kristi Kerford	Evaluate supports as part of the integrated planning process.	We are honoured to have Shirley Williams and Audrey Caskanette (new for 1718) as our Elders. An Elder/Grandmother is a highly valued and respected individual within Indigenous Cultures. An Elder is acknowledged by their community as having traditional knowledge, skills, language and teachings. They are known as leaders in their community. Their role at Fleming is to help guide and advise us. Helping our Aboriginal students succeed is their primary focus. Completed the Integrated Planning Process, which lead to a Business case for an Indigenous Outreach and Engagement position. Aboriginal Student Services completed a 2 day team retreat.
Shifting College culture	Senior leaders - expand throughout the college	Ensuring Aboriginal committee representation, where appropriate. Importance of student perception of the campus. Ideas could include: Medicine Wheel in the floor in the main entrance, art work displayed, tree plaques, nation flags on campuses, bilingual on-campus signage, where appropriate (English and Indigenous). PM student completing a project on current physical state and recommendations for changes.	Research complete on 'Embedding Indigenous Perspectives into Fleming College Policies and Protocols'. Specific policy/procedure changes this year included adding a healing circle as a potential option for issue resolution in our Harassment and Discrimination Policy, adding restorative practices to our Student Appeal Policy, and adding Indigenous perspectives to our Admissions Policy. Trails Project - Indigenous perspective has been incorporated through various meetings with Traditional Knowledge keepers. Student Applied Project completed – Indigenous Awareness Physical Inventory. Recommendations being considered for 1718. As noted, SSW Practicum student completed research on student perception IEP. Reviewed SMA submission and Business Plan with an Indigenous perspective
Indigenization of Curriculum			
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Education on culturally appropriate curriculum delivery methods and assessment methods	Judith Limkilde	Ongoing.	As noted above, an Indigenous Education Specialist position has been created. • A concerted effort has been made to acknowledge the territory in group meetings and events. This included our Athletics Banquet, Student Leadership Awards Banquet, convocations and Program Advisory Committees. In addition, the acknowledgement was used in the employee orientation as a teaching tool. It provided an opportunity to introduce new staff to the protocol and our commitment as a community.
Language course(s)	Judith Limkilde	Conversation circles (Student services)	Trent is now offering online language courses that our students can take. Shirley Williams hosted a half day (every other week) for an into workshop into language skills development in Ojibwa.
IP Designation expansion	Judith Limkilde, All Deans	List specific course offerings. (e.g. We are all Treaty People, How to be an Ally, Exploring the Indian Act). Specify when we will have grads from which programs. Indigenous representation on PAC IP committees.	We have moved from two to five IPD designated programs. A number of programs have made GNED49, Introduction to Indigenous Studies, a required general education subject for all of their students. New FT Faculty hire. Work is being done to ensure that Program Advisory Committee membership for (IPD) programs includes a member of First Nations, Metis or Inuit descent.
Partnerships and Collaboration			
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Faculty/support services partnerships	Judith Limkilde, Mark Gray	Develop a more deliberate approach to partnerships. Revisit idea of an internal group of Indigenous employees and allies.	Part time Indigenous faculty and local Knowledge Keepers from the service area move better now between the classroom curriculum presentation and teachings in the service area with student workshops.
Trent / Fleming partnerships	Mark Gray, Judith Limkilde and staff	Explore transferability of credits in Indigenous subjects. Potential co-submission of grants.	Collaborated on speaker services to allow guests to visit both Trent and Fleming
Student input (Indigenous and non-Indigenous students)	Mark Gray, Judith Limkilde and staff	Collection of input. Question could be added to Faculty/Course Evaluations	An SSW practicum student completed a student survey on 'Student Perceptions of the IEP'. Manager, Aboriginal Student Services and AVP Student Services has begun meeting with students in the Aboriginal Lounge
Indigenous Institutes	Judith Limkilde/Academic		Visited FNTI in early July. Initial discussions underway.
Community Engagement	Judith Limkilde, Kristi Kerford, Mark Gray	Host and IEP Anniversary Information Event	Aboriginal Student Services, working with their SSW student, hosted an awareness event to note the anniversary for the Fleming community.
Tracking and Accountability			
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Cancan Indigenous Education Protocol	Judith Limkilde/Kristi Kerford	Annual review, plan update, and college communication. Include student perception.	Annual review complete as well as college communication. In addition to the monitoring and updates to the IEP Multi-yea plan a BOG overview was prepared and presented to AEC and our Leaders' Mtg
Student Tracking	Aboriginal Services/Registrar's	Focus on graduate employment rates. Year end report for circulation.	Aboriginal Student Services and Institutional Research developing a process for this to be possible.
Well established Aboriginal Education Council	ELT/Kristi Kerford		Our current Aboriginal Education Council (AEC) membership includes the Fleming President, Vice-President Academic and Associate Vice-President Student Services. This year AEC and BOG met for an educational session and we have implemented a mechanism to increase communication between the two groups.