

Indigenous Education Protocol - Integrated Multi-Year Work Plan

2015-2018

Student Recruitment

Theme Description	College Lead(s)	
Marketing and engagement initiatives	Recruitment/ Indigenous Student Services	<ul style="list-style-type: none"><li>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.</li><li>Completed an analysis (2015) of factors that influence Indigenous students to make the decision to attend Fleming – lead to additional invitations to Open House being sent to Indigenous community partners</li><li>Research completed on “Indigenous Student Outreach and Engagement – Report and Recommendations” (2017)</li></ul> <ul style="list-style-type: none"><li>Hired a New Assistant Manager Indigenous Student Services (2-year contract)</li><li>Evaluated and improved our self identification collection methods</li><li>Participated in one week of APSIP (Aboriginal post-secondary information program) tour (2017) and will continue to grow this participation</li><li>Enhanced and increased Indigenous content in view book, including adding a land acknowledgement</li><li>Launched the Indigenous Fleming tab on the external web site</li></ul>

Training, Awareness, Cultural Supports and Space

Theme Description	College Lead(s)	
Employee Recruitment	HR	<ul style="list-style-type: none"><li>Increased visibility of College postings to the Indigenous community on social media including Curve Lake First Nations’ Employment Officer (@CLFN_Employment), LinkedIn Indigenous Professional Network and Indigenous Human Resources</li><li>New language added to Fleming’s Careers Page reflecting our commitment to the IEP, stating “<i>Fleming is a signatory to the Colleges and Institutes Canada Indigenous Education Protocol. This historic document reaffirms Fleming’s commitment to Indigenous education, hiring, and employment practices and provides a vision of how the College will strive to improve and better serve Indigenous peoples</i>”</li></ul> <ul style="list-style-type: none"><li>Several faculty, support staff, and administrative job postings were updated to indicate that preference will be given to applicants who identify as being of Indigenous heritage</li><li>Executive recruiting firms competing for the search for a VP Academic were required to identify how they will work to ensure that qualified Indigenous candidates were appropriately sourced and included in the competition. The interview panel considered the candidates’ level of Indigenous cultural awareness as part of the decision criteria</li><li>A process has been developed to recognize Traditional Knowledge within the existing compensation structure for Faculty and Support Staff</li></ul>
New Employee Orientation Training	HR	<ul style="list-style-type: none"><li>New employee orientation training includes territorial acknowledgement and information about Fleming’s commitment to the IEP and its meaning.</li></ul> <ul style="list-style-type: none"><li>New mandatory harassment and discrimination prevention policy training contains examples related to discrimination reported by Indigenous community members in the past, how to recognize and address such issues.</li></ul>
Indigenous Cultural Safety Training for Fleming community	Students – VPA/Indigenous Student Services  Employees – HR/Indigenous Student Services; Faculty specific – VPA	<ul style="list-style-type: none"><li>Employee Awareness and Indigenous Cultural training has been delivered to multiple divisions and groups including Student Services, Service Leaders Team, Schools of Health and Wellness, Justice and Community Development, SENRS, and CICE.</li><li>College leaders received an introduction to Indigenous cultural history, the IEP and how it relates to their role and our work in the community, including a community panel and experiential activity.</li></ul> <ul style="list-style-type: none"><li>As our Indigenous Perspectives Designation grows, more students are completing Indigenous related coursework (see Indigenization of Curriculum below)</li></ul>
Develop a College resource list of local traditional knowledge holders/keepers	VPA / Indigenous Student Services	<ul style="list-style-type: none"><li>A Traditional Knowledge Holder resource list has been created and will be maintained by VPA/Indigenous Student Services, including introducing the Miigwewin payment process.</li></ul> <ul style="list-style-type: none"><li>Traditional Knowledge Keepers list has been promoted across the College</li></ul>
Indigenous student supports	Indigenous Student Services / AVP-SS	<ul style="list-style-type: none"><li>We were honoured to have Shirley Williams and Audrey Caskanette as our Elders. Their role at Fleming was to help guide and advise us. Helping our Indigenous students succeed was their primary focus</li><li>Hired a New Assistant Manager Indigenous Student Services (2-year contract)</li></ul> <ul style="list-style-type: none"><li>Initial conversations regarding opportunities for partnerships for Indigenous Housing</li></ul>
Shifting College Culture	Senior leaders - expand throughout the college	<ul style="list-style-type: none"><li>Research completed on ‘Embedding Indigenous Perspectives into Fleming College Policies and Protocols’ (2017). Policy/Procedure changes included adding a healing circle as a potential option for issue resolution in our Harassment and Discrimination Procedure, adding restorative practices to our Student Academic Appeal Policy, and referencing an Elder as a support person in our Appeal of Admissions Decision Process</li><li>Trails Project – launched with initial signage</li><li>Reviewed SMA submission and Business Plan with an Indigenous perspective</li></ul> <ul style="list-style-type: none"><li>A concerted effort has been made to acknowledge the territory in group meetings and events. Examples include: Athletics Banquet, Student Leadership Awards Banquet, convocations, Board of Governor meetings, Student Association Board meetings and Program Advisory Committees.</li><li>Human Resources, Student Services and Indigenous Student Services are in the early stages of development of an Indigenous Rights policy. Preliminary approval from Senior Team.</li></ul>



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Indigenization of Curriculum			
Theme Description	College Lead(s)		
Education on culturally appropriate curriculum delivery methods and assessment methods	VPA	<ul style="list-style-type: none"><li>An Indigenous Education Specialist position was created on a contract basis 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.</li></ul>	<ul style="list-style-type: none"><li>Upon request, Indigenous students may bring an Elder or an Indigenous community support to an academic dispute process.</li></ul>
Language course(s)	VPA	<ul style="list-style-type: none"><li>Articulation agreement with Trent - Fleming accepts language courses as Gen Ed credit</li></ul>	
IP Designation expansion	VPA / All Deans	<ul style="list-style-type: none"><li>Programming revised for Social Service Worker, Drug and Alcohol, Ecosystem Management programs amongst others allowing students the opportunity to obtain the Indigenous Perspectives Designation. The School of Health and Wellness has also made the Indigenous History course mandatory for a number of programs.</li></ul>	<ul style="list-style-type: none"><li>New FT Faculty hire</li><li>Student feedback part of the IPD review process</li></ul>

Partnership & Collaboration			
Theme Description	College Lead(s)		
Faculty/support services partnerships	VPA / Indigenous Student Services	<ul style="list-style-type: none"><li>Indigenous Student Services actively promotes and shares event information with the Academic division to encourage Faculty to incorporate these events into their curriculum, as appropriate. This includes shared Elders and guest speakers</li></ul>	<ul style="list-style-type: none"><li>Promoting the Traditional Knowledge Keepers list to Academic division</li></ul>
Trent / Fleming partnerships	VPA / Indigenous Student Services	<ul style="list-style-type: none"><li>Welcome ceremony, Bishkaa, Sacred Water Circle, Elder sharing</li><li>Shared online events calendar</li><li>Speaker series to allow guests to visit both Trent and Fleming</li></ul>	<ul style="list-style-type: none"><li>Signed agreement that will provide Fleming students with a pathway into Trent's new Indigenous Bachelor of Education program. Eligible graduates of Fleming's General Arts and Science—University Transfer program will receive advanced standing in Trent's Indigenous B.Ed. Students applying for admission to the program will be required to self-identify as First Nations, Métis, or Inuit.</li></ul>
Student input (Indigenous and non-Indigenous students)	VPA / Indigenous Student Services	<ul style="list-style-type: none"><li>SSW practicum student completed a student survey on 'Student Perceptions of the IEP'</li></ul>	<ul style="list-style-type: none"><li>Manager, Indigenous Student Services and AVP Student Services meet with students in the Indigenous Lounge monthly</li></ul>
Indigenous Institutes	VPA	<ul style="list-style-type: none"><li>Visited FNTI for an introductory meeting</li></ul>	
Community Engagement	VPA / AVP-SS	<ul style="list-style-type: none"><li>Indigenous Student Services, working with their SSW student, hosted an awareness event to note the anniversary for the Fleming community</li></ul>	

Tracking & Accountability			
Theme Description	College Lead(s)		
CICan Indigenous Education Protocol	VPA / AVP-SS	<ul style="list-style-type: none"><li>Signing complete. Public statement from College formalizing commitment to IEP. IEP linkages to Strategic Plan, Academic Plan, PEFAQ, IEP and TRC reviewed.</li><li>Development of the Multi-year Plan</li></ul>	<ul style="list-style-type: none"><li>Annual reviews and College communications completed</li><li>In addition to the monitoring and updates to the IEP Multi-year plan, a BOG overview was prepared and presented to IEC and our Leaders' Meeting</li></ul>
Student Tracking	Indigenous Student Services / Registrar's	<ul style="list-style-type: none"><li>Indigenous Student Services can access Evolve (College system) to assist with better tracking of student self-identification numbers</li></ul>	<ul style="list-style-type: none"><li>Self-identification data project in progress</li></ul>
Well established Indigenous Education Council	ELT / AVP-SS	<ul style="list-style-type: none"><li>TOR Reviewed (2015)</li><li>Public access web site created. (2016)</li></ul>	<ul style="list-style-type: none"><li>Annual presentation to Fleming BOG established</li></ul>