

Theme Description	College Lead(s)	Revised Year 3 2017-2018	Status	Notes
STUDENT RECRUITMENT				
Marketing and engagement initiatives	Recruitment/ Aboriginal Student Services	Enhance and increase Indigenous content in view book.	COMPLETED	
		Hire an Indigenous Outreach and Engagement admin position to support the recommendations from the Research report.	COMPLETED	
		Launch the Indigenous Fleming tab on the external web site.	COMPLETED	

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TRAINING, AWARENESS, CULTURAL SUPPORTS & SPACE				
Employee Recruitment	HR	Incorporate Indigenous perspectives into recruitment and interviewing process. Continue to identify opportunities to increase Indigenous applicants to all job vacancies.	COMPLETED	
		Step Calculation - determine how we honour Traditional Knowledge	COMPLETED	Final Implementation Ongoing
		Self ID – Conversations have occurred in relation to mechanism to support self-disclosure.	IN PROGRESS	Intention is to roll out self-disclosure survey in 2019
		Work with Indigenous Student Services to develop a framework for Indigenizing College policies and procedures	IN PROGRESS	ELT approval to develop an overarching Indigenous policy at Fleming. Consultation and development will occur in 1819
Indigenous Awareness/ Cultural Safety Training	Students - VPA/Indigenous Student Services; Employees - HR/Indigenous Student Services; Faculty specific - VPA	Give preference to an Indigenous candidate when two candidates are otherwise equal in qualifications as well as considering qualified Indigenous people for jobs not thought of as Indigenous specific	NOT STARTED	
		Hire 1 Admin staff (Asst. Mgr, Indigenous Student Services) and 1 FT Faculty (Indigenous Perspectives) with Indigenous heritage	COMPLETED	
		Develop mechanism for Indigenous employees to connect and engage in relevant discussions	COMPLETED	Initial meetings underway under Kylie Fox's leadership
		Provide PD opportunities for all staff. This will include cultural awareness training in Orientation Program and workshops/video series with appropriate debrief available for all employees.	IN PROGRESS	Well underway - leaders, most schools, and some departments have received cultural safety/awareness training
College resource list of approved local traditional knowledge holders/keepers	VPA / Indigenous Student Services	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.	COMPLETED	
		Deploy refined model (bottom to top training) throughout the college. Determine additional training that would be desirable (levels of training determined by position). Pilot additional levels and assess. Work with Indigenous Communities to develop on-line modules and facilitated dialogue	NOT STARTED	
		Roll out the list of Traditional Knowledge Keepers across the College, including introducing the Miigwewin process.	COMPLETED	
		Senior investment in relationship development.	IN PROGRESS	New leadership is very committed pursuing this
		As part of Fleming's policy development process, include information about how to consider the Indigenous perspective. Begin review process of College polices and procedures e.g. policy to allow for the use of medicines (smudging) and occasional use of space for ceremonies	IN PROGRESS	ELT approval to develop an overarching Indigenous policy at Fleming. Consultation and development will occur in 1819

Shifting College Culture	Senior leaders/leaders - expand throughout the college	Physical update/changes - Create an outdoor classroom incorporating Indigenous perspectives at Sutherland and Frost. Launch our enhanced Trails system incorporating Indigenous perspectives. Determine how to best physical represent Indigenous perspectives in the front lobby/entrance.	IN PROGRESS	Trails launched with initial signage. Outdoor classroom design under discussion. 1819 objective to incorporate further physical representation. New location for Indigenous Student Services with full kitchen and proximity to Tipi
		Explore possibility of Indigenous Housing	IN PROGRESS	Initial meetings with OAH. Further review will be included in College's Long Range Housing plan to be developed in 1819.
Aboriginal Student Supports	Aboriginal Student Services - AVP-SS	Launch a Fleming specific Bishkaa program. With the creation of a new Mgr position, begin the process of developing greater collaboration between internal offices (e.g. Registrars and Financial Aid offices, Health Services, Career Services). NEW - Housing looking into opportunities for partnerships for Indigenous Housing.	COMPLETED COMPLETED	

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INDIGENIZATION OF CURRICULUM				
Education on culturally appropriate curriculum delivery methods and assessment methods	VPA	Upon request, Indigenous students may bring an Elder or an Indigenous community support to an academic dispute process. Specific Indigenous Faculty have dedicated time to support other Faculty in incorporating Indigenous perspectives into their curriculum.	COMPLETED	Will be incorporated formally into policy
Language course(s)	VPA		COMPLETED	
Indigenous Perspectives Designation (IPD) expansion	VPA / All Deans	Establish the process and timeline to review the IP designation.	NOT STARTED	
			IN PROGRESS	Part of our annual program review

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PARTNERSHIPS & COLLABORATION				
Faculty/support services partnerships	VPA / Aboriginal Student Services	Promote the Traditional Knowledge Keepers list to Academic division. Aboriginal Student Services will actively promote and share event information with the Academic division to encourage Faculty to incorporate these events into their curriculum, as appropriate.	COMPLETED	
Trent / Fleming partnerships	VPA / Aboriginal Student Services	Partnering with Trent for Recruitment Explore new articulation agreements into the Indigenous Studies Program UNESCO Research Project	IN PROGRESS	
Student input (Indigenous and non-Indigenous students)	VPA / Aboriginal Student Services	AVP Student Services and other Senior Leaders are available in the Aboriginal Lounge once/month.	NOT STARTED	
Indigenous Institutes	VPA	Incorporate student feedback into the IPD review process	IN PROGRESS	
Community Engagement	VPA / AVP-SS	Cultivating relationships within local schools. e.g. Possible ideas - sharing Indigenous knowledge in classroom visits, developing language instruction programs - Fleming students support local elementary/high school students.	COMPLETED	Part of our annual program review process
			NOT STARTED	

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TRACKING & ACCOUNTABILITY				
CICan Indigenous Education Protocol	VPA / AVP-SS / PMO	Annual review and plan update Discuss in relation to CO Framework and determine next steps for 18/19 Project manage through the PMO office	COMPLETED	
Student Tracking	Aboriginal Student Services / Registrar's	Review current processes and develop a more proactive approach with multiple ways for self-ID. Focus on benefits of self ID (i.e. access to fin aid).	IN PROGRESS	
Well established Aboriginal Education Council	ELT/AVP-SS		IN PROGRESS	
			COMPLETED	