

Hello!

Welcome to the 2018-2019
Indigenous Education Council





Indigenous Education Protocol Multi Year Plan

Seven Guiding Principles

1. Commit to making Indigenous education a priority.
2. Ensure governance structures recognize and respect Indigenous peoples.
3. Implement intellectual and cultural traditions of Indigenous peoples through curriculum and learning approaches relevant to learners and communities.
4. Support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples.
5. Commit to increasing the number of Indigenous employees with ongoing appointments throughout the institution, including Indigenous senior administrators.
6. Establish Indigenous-centred holistic services and learning environments for learner success.
7. Build relationships and be accountable to Indigenous communities in support of self-determination through education, training and applied research.

Carol Kelsey

Dean, Health & Wellness and Justice & Community
Development



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Kylie Fox

Assistant Manager- Indigenous Student Services

Carrie Truman

Manager Student Recruitment

- Worked with the Institutional Research Office to develop new tracking codes for Indigenous outreach events;
- Created Indigenous 'Lead Cards'; and
- Worked with the Registrar's Office to identify and centralize all data streams as they relate to Indigenous Student Self-identification

- Increased promotion of Fleming College through targeted mail out to Indigenous Communities across Ontario (166 total) with personal follow up call from Indigenous staff.
- Meetings with local First Nation Education Representatives, local Métis Nation of Ontario Representatives; FNMI representatives with both local school boards; and local community agencies/organizations who support Indigenous learners.
- Frost Coordinator on the 'pow wow trail' summer 2018, visiting upwards of 9 FNMI local community cultural celebrations and gatherings to promote the college and our cultural resources available to FNMI students enrolled.
- Sponsored local FNMI community events
- Increased local partnerships to support Indigenous student programming

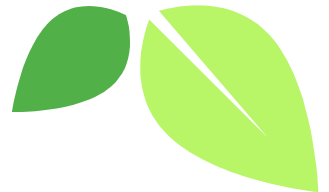
Self-Identified Indigenous Students (First Nation (status or non-status), Inuit and/or Métis)





APSIP (Aboriginal post-secondary information program)

- 2016 – 1 week
- 2017 – 4 weeks
- will continue to grow participation



Indigenous Tab on External Website

Fleming College

Search [flemingcollege.ca](#) Search

PROGRAMS & COURSES ADMISSIONS & AID STUDENT LIFE ABOUT FLEMING

Fleming College recognizes that Indigenous students come from diverse cultures and traditions and have varying perspective, needs and goals. No matter what path you come from, Fleming Indigenous Student Support Services with help make your transition to the college environment easier.

Fleming Indigenous Student Services offers counseling support, provides information and resources, cultural programming, and acts as a link to the college and wider community.

Together with the [Indigenous Education Council](#), and the Indigenous Student Council "Mino Bimaadiziwin" (The way of a good life), we form a large community within the college.

We are committed to the recruitment, retention, and success of First Nation, Inuit, and Métis students and honour the worldview of our people by respecting and supporting you to the best of our abilities.

Miigwetch, Nla:wen, and we look forward to seeing you our the lounge!

Fleming Indigenous Student Services

[Go to the Indigenous Student Services website](#)

Last Revised: 2018-06-11

TEAM Fleming

ACADEMIC SUPPORT	ACCESSIBLE EDUCATION	ATHLETICS & RECREATION
CAMPUS STORE	CAREER SERVICES	COUNSELLING
GLOBAL UNIVERSITY & RESEARCH	FINANCIAL AID	GET INVOLVED
HEALTH SERVICES	HOUSING & FOOD	INNOVATION SERVICES

INDIGENOUS SERVICES

- » INDIGENOUS STUDENT SERVICES
- » BISHKAA
- » BUILDING ENVIRONMENTAL ABORIGINAL HUMAN RESOURCES (BEAHR)

Enhanced Content in Viewbook

ACKNOWLEDGING THE TERRITORY

We respectfully acknowledge that Fleming College is located on the traditional territory of the Michi Saagii Anishinaabeg.



Kendaaswin, Dibendagooiwini, E-yaawiyin
Learn, Belong, Become

Rooted in Indigenous perspectives, Fleming Indigenous Student Services strives to ensure students' growth on their learning path by supporting connections to community, culture, and self. With a "Circle of Care" approach that encompasses mental, spiritual, emotional, and physical support, Indigenous Student Services offers culturally appropriate counselling, provides information and resources, and acts as a link to the college and to the wider community.

Together with Fleming's Indigenous Education Council and the Indigenous Student Council, "Mish Anishinaabeg" (the way of a good life), we form a large community within the college.



For more information about support services available to Indigenous students:
Ashley Taylor
Indigenous Student Services Coordinator
Indigenous Learning, Professionalism, Q&A
ashley.taylor@flemingcollege.ca
1-800-253-6464 ext. 1211
Tommy Akabukjoh
Non-Representational Indigenous Inquiries
Indigenous Student Services Coordinator
Learning, Q&A
tommy.akabukjoh@flemingcollege.ca
1-800-253-6464 ext. 3446

BIKKAAL: INDIGENOUS STUDENT ORIENTATION
The Bikkala (Anishinaabemowin for "Be Up") program provides transitional support for Indigenous First Nations, Inuit and Métis students, helping them get started at Fleming. This free orientation program begins with a three-day, on-campus summer orientation session and is available to students throughout the school year. Find out more and apply online: flemingcollege.ca/bikkala

FINANCIAL ASSISTANCE
There are many financial assistance options available for First Nations (Status or Non-Status), Inuit and Métis students in addition to Fleming financial aid programs. Indigenous Student Services offers financial aid workshops to help students with both external and internal Indigenous bursary and scholarship applications. Reach out to your brand office, MNO office, Regional Trust Association or local Aboriginal Employment and Training agency before you plan to attend Fleming, to ensure that you meet all necessary funding application deadlines.

CULTURAL CONNECTIONS: ON CAMPUS AND IN THE COMMUNITY
Study, take a well-deserved break, or visit with friends in the Indigenous Student Lounge. Students are encouraged to connect by the Tap (Coffee/Tea/Camp) and enjoy a meal with a member of the Indigenous Student Services team or a student. Indigenous Indigenous faculty and staff as well as local Elders and Indigenous Traditional Knowledge holders are available and can provide guidance to students who are seeking support rooted in Indigenous ways of knowing, or have questions, concerns or cultural needs. The college strives to celebrate Indigenous traditions, and cultural programming.
First Nations, Inuit and Métis students are encouraged to connect with the local community and take part in Indigenous events both on and off campus. A community calendar highlighting these activities is available to students and includes a variety of events that may be of interest.



Creating a Meaningful Student Experience

INDIGENOUS EDUCATION PROTOCOL
In 2011, Fleming College signed College and Institute Council's Indigenous Education Protocol, outlining the college's commitment to Indigenous education, to be more inclusive of Indigenous cultures, eliminate barriers to education, and better serve Indigenous people. Signing the Protocol builds on Fleming's history of supporting First Nations, Inuit and Métis learners, guided by its Indigenous Education Council.

INDIGENOUS RIGHTS DECLARATION
As the 2018 Convocation commences, Indigenous Student Services gave graduates the opportunity to sign a declaration that acknowledges the rights of Indigenous peoples. Those who signed for declaration received medicine wheel pins to wear on their gowns.
"As a college, we are collectively striving toward creating a campus culture that respects and honours the First Peoples of this land. Knowing that almost 1,000 Fleming graduates are moving into the workforce with the intention of honouring the rights of Indigenous peoples, I think that gives us a lot of hope for our future and it also says a lot about the type of citizens we are becoming here at Fleming."

- Kipha Tso, Assistant Manager of Indigenous Student Services

INDIGENOUS EDUCATION COUNCIL
Fleming College has a long history of supporting Indigenous learners. Its Indigenous Education Council, an advisory committee made up of local Indigenous leaders, has been active since 1980. It includes representation from local First Nations, Inuit and Traditional Knowledge holders, Indigenous youth and student representatives, as well as employees of Fleming, who are all committed to Indigenous education.



THE INDIGENOUS PERSPECTIVES DESIGNATION

The Indigenous Perspectives Designation (IPD) provides students who choose to access the learning option with a more in-depth knowledge of First Nations, Inuit and Métis peoples, their cultures, histories, traditions, and contributions to our shared society. The programs that offer an IPD provide experiential Indigenous activities and discipline-specific Indigenous curriculum in each semester beyond what is required in the first mandatory general education subject: GEN105 Introduction to Indigenous Studies, and GEN105B Introduction to Indigenous Knowledge. Upon graduation, students with an IPD will have a strong foundational base in Indigenous Studies, and a designation that will be in demand as they start their careers.

The Indigenous Perspectives Designation is available to students enrolled in the following programs:

- Child and Youth Care
- Community and Justice Services
- Customs Border Services
- Early Childhood Education
- Earth Resources Technician
- Ecosystem Management Technician
- Fish and Wildlife Technician
- Fish and Wildlife Technology
- Law Clerk
- Mental Health and Addiction Worker
- Paralegal
- Pharmacy Technician
- Police Foundations
- Social Service Worker

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Mark Gray

Manager, Student Experience & Diversity




“Miigwewin” – Revised Process for Gifting Traditional Knowledge Holders

Traditional Knowledge Holders are not to be paid for their work but rather gifted as a reciprocal gesture of appreciation.

This new process is known as “Miigwewin” which translates to “the art of giving”.

The president’s office, granted approval to the Miigwewin gifting process as an exception to the College’s Expense Directive and waiving of employee / supplier forms for person(s) on the Indigenous Traditional Knowledge Holders Resource List.



Bishkaa – Indigenous Student Transition Program

The Bishkaa (Anishinaabemowin for “Rise Up”) program provides a holistic approach to support for incoming Indigenous students. This mentorship program begins with a three- day, on-campus summer orientation session and is available to students throughout the school year.

2016-17 Partnership with Trent- funded through Mental Health Innovation Grant

2017-18 Fleming funded

2018-19 Fleming funded



Indigenous Student Services Gap Analysis

2017: a facilitated staffing retreat and gap analysis

2018: revisited our gaps with a renewed approach to our staffing model

Resulting in new pilot positions – Assistant Indigenous Services Manager
and the Indigenous Student Transitions Advisor



Nick Duley

Human Resources Consultant



Human Resources

Recruitment

- Postings reaching more Indigenous communities
- BFOR for Indigenous candidates
- TK accounted for in compensation structure

Orientation / Training

- Territorial acknowledgement & IEP info in orientation
- H&D training includes examples of discrimination against Indigenous community
- Many leaders and employees received training on cultural safety and relation of Indigenous history to their role



Next Steps (HR)

- Prioritize Indigenous cultural awareness when sourcing senior positions (2018)
- Indigenous Rights Policy (2019)
- Employee self-ID (2019)
- More training opportunities for entire College community

Terry Williams

Director, Physical Resources



Fleming College



Fleming College respectfully acknowledges that we are situated on Mississauga lands and the traditional territory covered by the Williams Treaties.

Please enjoy the Fleming Trails. They tell a story of the land and aim to create awareness about Indigenous perspectives, promote sustainability, enhance wellness and develop community.

Local Wildlife



Legend

- Trailhead
- Tipi
- Main Entrance
- Parking
- Location indicator
- Wetland
- Non-wheelchair accessible trail network 1.87 km
- Fully-accessible trail network 2.69 km
- Existing Partially accessible Side trails 1.46 km
- Stream



Trail surface: Limestone Screenings / Asphalt
 Minimum trail width: 1.8m
 Average trail width: 1.5m to 2.4m
 Maximum Running Slope 5%
 Maximum Cross Slope 2%

Trail A 433 m	Trail G 407 m
Trail B 678 m	Trail H 187 m
Trail C 464 m	Trail I 402 m
Trail D 128 m	Trail J 136 m
Trail E 136 m	Trail K 60 m
Trail F 817 m	Trail L 428 m





Thanks!

ANY QUESTIONS?

