**COLLEGE POLICY DRAFT**

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| **Honouring the Rights of Indigenous Peoples** |
| **Policy ID:** **Manual Classification:Approved by Board of Governors: Effective Date:** **Next Policy Review Date:** **Administrative Contact for Policy Interpretation:** **Monitoring Responsibility:**  |  |
| **Linked to an Operating Procedure:** | * Yes
 | * No
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| **Policy Statement** |

Fleming College respectfully acknowledges that it is situated on the traditional lands of the Michi Saagig peoples and within the lands covered by the Williams Treaty. Please note that this policy has been created from an Anishinaabe perspective and does not reflect all Indigenous ways of knowing.

Fleming College believes in and promotes the rights of all First Nation (status and non-status), Inuit and Métis peoples, as protected in the Canadian Charter of Rights and Freedoms, The Constitution Act, the Ontario Human Rights Code, and the United Nations Declaration on the Rights of Indigenous Peoples, and its related recommendations. The college recognizes the unique histories and experiences of Indigenous peoples in Canada, and the ongoing impacts of colonization. The college is committed to building an inclusive and respectful, learning and working environment.

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| **Purpose** |

This policy is intended to meet the requirements of the Truth and Reconciliation Commission (TRC), as well as the CICAN Indigenous Education Protocol. The College affirms their commitment to equity and inclusion in employment, education, accommodation or business dealings with the College for all persons, including Indigenous peoples.

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| **Scope** |

It is the responsibility of all members of the College Community to uphold the principles of this policy.

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| **Definitions/Acronyms** |

**College Community**: Any person who studies, teaches, conducts research at or works at or under the auspices of the College, or student governments and includes, without limitation, employees or contractors; appointees (including volunteer board members); students, visiting scholars and any other person while they are acting on behalf of or at the request of the College.

**TRC**: Truth and Reconciliation Commission

**UNDRIP**: United Nations Declaration on the Rights of Indigenous Peoples

**Indigenous:** TheFirst Nations, Inuit and Métis people of Canada, each themselves comprised of many unique languages, cultural practices, beliefs and histories.

**IEP**: Indigenous Education Protocol, Colleges and Institutes Canada (CICAN)

**Inherent Rights**: Those rights protected under Section 35 of the Constitution Act (1982), including but not limited to the right to land and the right to enforcement of treaties.

**Reasonable**: Refers to those accommodations which do not impose undue hardship on the College which may include but are not limited to significant alteration to the fundamental nature of the learning outcomes and/or the academic standards of a program or course; significant alteration to a work process that would disadvantage other employees; substantial economic hardship to a College program or department that would affect its economic viability; significant adverse impact on learning opportunities for other students; the health and safety of other students or employees and/or safety hazards to other persons, land and beings of the natural world, or property ; or significant disruption of College operations. What is reasonable must be determined objectively on a case-by-case basis, based on all the circumstances of the case. Where there is more than one reasonable approach to accommodation, the College reserves the right to choose the approach that is best suited to its operational and academic requirements. In cases involving Indigenous issues and or employees/students, what is reasonable must be determined in consultation with an ad hoc committee with the majority made up of Indigenous people.

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| **General Principles** |

1. **We are committed to promoting the following principles**:

1.1 Serving Indigenous learners and communities including but not limited to the

 consultation and consideration of Indigenous learners and communities needs during

 institutional planning and decision-making

1.2 Making every reasonable effort to ensuring Indigenous representation in all areas

 of the College, including but not limited to: Fleming College Board of Governors,

 senior administration, academic faculty, administrative and support staff, and student

 associations

1.3 Integrating Indigenous cultural teachings into the training and education of all

 members of the College Community

1.4 Supporting the College Community in the process of Truth and Reconciliation via

 education, training and acknowledgment, and the formation of a Truth and

 Reconciliation Committee

1.5 Increasing the representation of Indigenous employees with ongoing appointments

 throughout the College Community, including Senior Administration members

* 1. The College will establish an Indigenous Rights Working Group (IRWG) and support the

group fully in their mission, as is determined by the Terms of Reference the IRWG agrees upon. The College will support and ensure consultation with the IRWG in Strategic Planning and Senior Management discussions whenever possible

**Procedure A** – Working with Elders/Indigenous Traditional Knowledge (ITK) Holders

**Procedure B** – Miigwewin process – the art of giving

 (Currently resides w/ Finance, Miigwewin procedure located <https://department.flemingcollege.ca/finance/forms-guidelines-procedures/>)

**Procedure C** – Use of traditional medicines on campus (i.e. smudging)

**Procedure D** – Acknowledgment of Traditional Territory

**Procedure E** – Appropriate recognition for ITK in step calculation (academic faculty)