

Indigenous Education Protocol - Integrated Multi-year Work Plan			
Student Recruitment			
Theme Description	College Lead(s)	Year 1 2015-2016	Notes
Marketing and engagement initiatives	Carrie Truman /Recruitment	Assessment - Review FYSS Data and Aboriginal Fleming student population data. Value gap analysis - Indigenous vs non-Indigenous recruitment initiatives. Focus groups with Aboriginal youth. Continue participation in as much of the APSIP Tour as possible.	Included IEP info in view books. Recruitment and Student Services reviewed data and will be meeting this Fall to discuss/analyze. Focus groups did not occur in 15/16 but will be happening in 16/17 under the direction of the Student Services SSW practicum student. Participated in 1 week of APSIP Tour. AEI partnership discussion underway - this could support recruitment efforts.
Training, Awareness, Cultural Supports and Space			
Theme Description	College Lead(s)	Year 1 2015-2016	
Employee Recruitment	Sonia Crook / HR	Promote positions widely. Add statement to Job Postings about IEP.	Increased visibility of College postings to the Aboriginal community on social media, Curve Lake First Nations' Employment Officer (@CLFN_Employment) frequently re-tweets our postings, and we re-tweet many of theirs, LinkedIn – some postings are also posted in specific LinkedIn Groups such as Aboriginal Professional Network and Aboriginal Human Resources; Although we have not used this yet, some key positions will be posted on aboriginalcareers.ca going forward to target the aboriginal community; added the following text under the section "A Diverse Workforce" on our Careers Page: 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. More information on this document and Fleming's commitment is available here.
New employee orientation training	Sonia Crook / HR	Review information about Fleming's commitment to the IEP and its meaning.	A territorial acknowledgement was included as part of the orientation.
Aboriginal Cultural Safety Training for Fleming community	Students - Laurel Schollen/ Mark Gray; Employees - Lynn Watson/Mark Gray; Faculty specific - Judith Limkilde	Discussions underway for employee PD and student development (separate). Models to be finalized.	Awareness training was available - Employees - 2014 Student Services Retreat, Service Leaders' Team Aboriginal Cultural Safety session, 2015 Spring - Health and Wellness team to Curve Lake, 2016 June SENRS session at Frost for 35 faculty and staff, 2016 Spring - Academic Retreat for faculty and staff, 2016 August CICE team session; Students - 2016 Fall revised programming for SSW, Drug and Alcohol, Ecosystem Management at Frost - students have the opportunity to get the IPD. Health and Wellness has also made GNED49 the Indigenous History course, mandatory for a number of programs. Gap - students (in-class - elder/community member/ind faculty and/or related IP designation) - what % of students get the training - what is the goal for next year; employees - ELT/BOG training, regular staff training available.
Develop a College resource list of approved local traditional knowledge holders/keepers, who can work on-campus	Mark Gray, Judith Limkilde	Establish a policy on Elder honorariums and process for engaging and sharing Elder time. Process to be finalized and communicated.	This is a work in progress. Judith is leading this.
Aboriginal student supports	Mark Gray /Kristi Kerford	Determine relevant funding opportunities and apply.	Applications to TIF and Joyce Foundation were unsuccessful.
Shifting College culture	Senior leaders - expand throughout the college	Education about IEP signing, Education about recognizing the territory at meetings, smudge-friendly environment. AEC invitation to college committees. Including the Aboriginal voice.	Harassment & Discrimination Prevention Policy complaint procedure is being updated to include a "Healing Circle" as a potential option for issue resolution without necessarily involving an adversarial / investigative process; Smudging Procedure (Ceremonial Use of Sacred Medicines) will be developed in consultation with stakeholders - target is Fall 2016; National Aboriginal Day - observed in 2016, process under development for 2017.
Indigenization of Curriculum			
Theme Description	College Lead(s)	Year 1 2015-2016	
Education on culturally appropriate curriculum delivery methods and assessment methods	Laurel Schollen, Judith Limkilde	PD Session by Learning Design Support Team with expert faculty	Noted above - 2016 June SENRS session at Frost for 35 faculty and staff, 2016 Spring - Academic Retreat for faculty and staff, 2016 August CICE team session
Language course(s)	Laurel Schollen, Judith Limkilde	Look at partnership with Trent to see if our students can take their courses. Accepting transfer credits.	Articulation agreement with Trent - Fleming accepts language courses as Gen Ed credit.
IP Designation expansion	Laurel Schollen, Judith Limkilde, All Deans	Clarity on expectations. Promotion to staff and students. Continued work with Student Services and AEC for out of class opportunities for students. Continue to work with academic areas to expand program offerings and providing support to faculty in teaching Indigenous content in their vocational courses	The Indigenous Perspectives Designation framework was created in consultation with academic leaders, faculty, student services staff and approved by our AEC. Initially there were two programs that met the IPD requirements. This fall we will be adding one additional program and next fall we will be adding several more programs. The student response to the GNED courses has been very strong both in IPD programs and in non IPD programs which has required us to offer many sections of both courses.
Partnerships and Collaboration			
Theme Description	College Lead(s)	Year 1 2015-2016	
Faculty/support services partnerships	Judith Limkilde, Mark Gray	Establish an internal group of Indigenous staff and others to work together. Sharing of Elders and guest speakers	Shared Elders and guest speakers between services and academic divisions. Informal collaborations and discussions.
Trent / Fleming partnerships	Mark Gray, Judith Limkilde and staff	Welcome ceremony/Del Crary park event, Elder sharing, Biishkaa, Sacred Water Circle, orientation for new Indigenous students (land-based camps); Shared online calendar.	Collaborative events - Welcome ceremony, Biishkaa, Sacred Water Circle, Elder sharing. Shared online calendar. 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.
Student input (Indigenous and non-Indigenous students)	Mark Gray, Judith Limkilde and staff	Determining what student input is needed.	Feedback needed - progress since the IEP signing, recruitment efforts, IPD graduate feedback, general feedback
Indigenous Institutes	Laurel Schollen/Academic	Need to explore intent and feasibility	Discussions underway.
Community Engagement	Laurel Schollen, Kristi Kerford	Discuss with AEC if/how this might look.	AEC discussions included a suggestion for a Speaker Series. This is being considered.
Tracking and Accountability			
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CICan Indigenous Education Protocol	Laurel Schollen/Kristi Kerford	Signing complete. Public statement from College formalizing commitment to IEP. IEP linkages to Strategic Plan, Academic Plan, PEFAL, IEP and TRC reviewed. Development of 3 year plan	This work is complete and can be found on the AEC web site.
Student Tracking	Aboriginal Services/Registrar's	Aboriginal Services can access Evolve	Complete.
Well established Aboriginal Education Council	ELT/Kristi Kerford	TOR Review. Public access web site created. Annual presentation to Fleming BOG established.	TOR Review and web site complete. Discussions underway regarding link to BOG.