

Indigenous Education Protocol - Integrated Multi-year Work Plan			
Student Recruitment			
Theme Description	College Lead(s)	Year 3 2017-2018	REVISED Year 3 2017-2018
Marketing and engagement initiatives	Recruitment/ Aboriginal Student Services	As the recruitment approach develops and the IP designation grows, include content in view book content. Future ideas to consider - Satellite offices in FNMI communities and recruitment in Northern communities	Enhance and increase Indigenous content in view book content. Hire an Indigenous Outreach and Engagement admin position to support the recommendations from the Research report. Launch the Indigenous Fleming tab on the external web site. Future ideas to consider - Satellite offices in FNMI communities and recruitment in Northern communities
Training, Awareness, Cultural Supports and Space			REVISED Year 3 2017-2018
Theme Description	College Lead(s)	Year 3 2017-2018	
Employee Recruitment	HR		Step Calculation - determine how we honour Traditional Knowledge. Update the recruitment process. Self ID - Have a plan in place to support this. Assist with the Indigenous Policy development and identify key HR policies to review with an Indigenous perspective. Giving 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 Consulting Services Policy: preference given to an Indigenous consultant if their proposal, regardless of it being an Indigenous project or not First stage interviews - how do we Indigenize?
New employee orientation training	HR		Developing mechanism for Indigenous employees to connect and engage in relevant discussions
Aboriginal Cultural Safety Training for Fleming community	Students - VPA/Aboriginal Student Services; Employees - HR/Aboriginal Student Services; Faculty specific - VPA	Deploy refined model throughout the college. Determine additional training that would be desirable (levels of training determined by position). Pilot additional levels and assess.	Need info for this section
Develop a College resource list of approved local traditional knowledge holders/keepers, who can work on-campus	VPA / Aboriginal Student Services	Ongoing.	Roll out the list of Traditional Knowledge Keepers across the College, including introducing the Miigwewin process.
Aboriginal student supports	Aboriginal Student Services / AVP-SS		Launch a Fleming specific Bishkaa program. Registrars and Financial Aid offices collaborators to support Indigenous students - how?. Collaboration with Health Services and Career Services - how?

Shifting College culture	Senior leaders - expand throughout the college		<div>Senior investment in relationship development.</div> <div>Develop an Indigenous College Policy. 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, policy for art collection making Indigenous art a priority.</div> <div>Launch the Indigenous Fleming tab on the external web site.</div> <div>Physical update/changes - Create an outdoor classroom, incorporating Indigenous perspectives. Determine how to best physical represent Indigenous perspectives in the front lobby/entrance. Incorporate signage written in Anishinaabemowin language. Indigenous Elder/traditional teachers parking spots near door</div> <div>Explore possibility of Indigenous Housing</div>
Indigenization of Curriculum			
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Education on culturally appropriate curriculum delivery methods and assessment methods	VPA	Ongoing.	For academic disputes consider adding an Elder to the review panel and/or an Indigenous community advocate
Language course(s)	VPA		
IP Designation expansion	VPA / All Deans	Develop policies to maintain cultural integrity of materials presented in classroom/training	
Partnerships and Collaboration			
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Faculty/support services partnerships	VPA / Aboriginal Student Services		
Trent / Fleming partnerships	VPA / Aboriginal Student Services		Partnering with Trent for Recruitment
Student input (Indigenous and non-Indigenous students)	VPA / Aboriginal Student Services		
Indigenous Institutes	VPA		
Community Engagement	VPA / AVP-SS		Cultivating relationships within local schools
Tracking and Accountability			
Theme Description	College Lead(s)	Year 3 2017-2018	REVISED Year 3 2017-2018
CICan Indigenous Education Protocol	VPA / AVP-SS / PMO	Annual review and plan update	Annual review and plan update Discuss in relation to CO Framework and determine next steps for 18/19 Project manage through the PMO office, including identifying outcomes
Student Tracking	Aboriginal Student Services / Registrar's	Tracking retention and student success - does access to traditional knowledge opportunities impact success/retention/graduation	Review current processes and develop a more proactive approach with multiple ways for self-ID. Focus on benefits of self ID (ie access to fin aid). Work closely with IR.
Well established Aboriginal Education Council	ELT/AVP-SS		