

**Guide to MAPP POLICY 1.58 - Affirming Declarations of Indigenous Citizenship  
or Membership at Western University**

This document is intended as a guide for Chairs, Directors, Deans, students, post-doctoral scholars and others who have questions regarding the implementation and application of MAPP 1.58 and its associated Procedure.

**This Guide is not intended to be exhaustive nor is it intended to supersede the terms of MAPP 1.58 and its associated Procedure. It also does not cover every circumstance in which MAPP 1.58 is engaged.**

If your question is not addressed below, or in the event of a conflict between this Guide and MAPP 1.58 and/or its associated Procedure, please consult the full text of MAPP 1.58 and its associated Procedure or email your question to [indigenous.affirmation@uwo.ca](mailto:indigenous.affirmation@uwo.ca).

Table of Contents to enable quick navigation within the draft document

|                                                   |           |
|---------------------------------------------------|-----------|
| <b>General</b>                                    | <b>3</b>  |
| <b>Faculty, Librarians and Archivists</b>         | <b>7</b>  |
| <i>Collective Agreement Committees</i>            | 7         |
| <i>Grants, Awards and Other Tangible Benefits</i> | 9         |
| <i>Teaching Activities &amp; the Classroom</i>    | 10        |
| <i>Invited Speakers</i>                           | 11        |
| <b>Undergraduate Students</b>                     | <b>13</b> |
| <i>Admission</i>                                  | 13        |
| <i>Student grants, awards etc.</i>                | 13        |
| <i>Existing students</i>                          | 14        |
| <b>Graduate Students</b>                          | <b>17</b> |
| <i>Admission</i>                                  | 17        |
| <i>Student grants, awards etc.</i>                | 17        |
| <i>Existing students</i>                          | 19        |
| <b>Postdoctoral Scholars</b>                      | <b>20</b> |
| <b>Graduate Programs/Faculties</b>                | <b>21</b> |
| <b>Resources</b>                                  | <b>22</b> |

## **General**

### **1. Who does MAPP 1.58 apply to?**

This Policy applies:

1. to anyone who makes a declaration of Indigenous citizenship or membership that results in a material advantage at Western;

For example, a declaration of Indigenous citizenship or membership for admission, scholarships, bursaries, awards, recruiting/hiring, service opportunities for faculty members, campus roles or any other opportunities or initiatives that are explicitly designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference.

AND

2. to faculty members, Graduate Teaching Assistants and post-doctoral scholars in non-Indigenous designated roles who hold a position of authority over, teach or supervise students or post-doctoral scholars and who declare Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.

MAPP 1.58 applies to a wide spectrum of the University community (prospective or current faculty, librarians and archivists, staff, students, Graduate Teaching Assistants, post-doctoral scholars, Indigenous Elders and Indigenous Knowledge Keepers) **but only** in the two circumstances outlined above.

### **2. What is meant by a “material advantage”?**

“Material advantage” refers to any tangible benefit, whether that benefit is financial, professional, relational or otherwise tangible. This includes any positions, service opportunities for faculty members, campus roles, resources, scholarships, or grant funding specifically offered or designated for those with Indigenous citizenship or membership at the University or where those with Indigenous citizenship or membership are given preference.

### **3. What is meant by a “declaration” of Indigenous citizenship or membership?**

A “declaration” of Indigenous citizenship or membership includes any written expression (e.g. resume/CV, application, identity documents, signature lines, website content, personal or academic narratives) or verbal expression (e.g. during an interview, pronouncements by a faculty member in lectures, public addresses or interviews) of Indigenous citizenship or membership in an Indigenous Nation, Indigenous ancestry or connection to Indigenous communities.

#### **4. Who is responsible for upholding MAPP Policy 1.58?**

Responsibility for enacting and upholding the Policy rests with the entire University community. This includes all Faculties, departments, administrative units, and hiring committees, particularly those in a position to recruit for positions designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference. To support this, the Office of Indigenous Initiatives (OII) will serve as a central resource, offering guidance, education, and support to ensure that the Policy and its associated Procedure are applied consistently and respectfully across all areas of the University.

#### **5. How long does the affirmation process under MAPP 1.58 take?**

Normally, the affirmation process should be completed within three weeks. It may take longer if there are delays in providing information or if additional information is required for a decision to be reached.

#### **6. Who is responsible for determining whether to affirm a declaration of Indigenous citizenship or membership by an employee or potential employee?**

An Indigenous Affirmation Advisory Committee (IAAC) will be convened for the purpose of affirming declarations of Indigenous citizenship or membership. The IAAC will consist of a Chair and two other local Indigenous community members from any of the local First Nation communities upon which the University is situated. Decisions of the IAAC are autonomous and will be respected by the University, subject to the right of an individual to appeal the decision.

#### **7. Who is responsible for determining whether to affirm a declaration of Indigenous citizenship or membership by a student or potential student?**

The affirmation criteria and process will be applied by a team of designated Indigenous Student Centre (ISC) staff, with support from the IAAC, as needed. Decisions of the ISC, like the IAAC, are autonomous

decisions that will be respected by the University, subject to the right of an individual to appeal the decision.

**8. Can the Decision of the IAAC, or ISC, be appealed?**

Yes, anyone who receives a decision of the IAAC that they disagree with may appeal that decision pursuant to the Procedure. Written notice of appeal must be provided within five business days of the decision.

A student or prospective student may appeal the ISC's decision to the IAAC. The IAAC's appeal decision will be final.

**9. If I have been affirmed pursuant to the MAPP 1.58, will I need be re-affirmed to receive a tangible benefit in future?**

No. If an employee or student has been affirmed pursuant to MAPP 1.58, they will not be required to be re-affirmed to receive a tangible benefit from Western in future.

**10. I have received a third party inquiry about my affirmation status, who should I contact for support?**

If you receive an inquiry from a third party about your affirmation status, you may contact the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) at [indigenous.affirmation@uwo.ca](mailto:indigenous.affirmation@uwo.ca) for guidance.

The University will not release confidential information about an individual's affirmation status in response to unsanctioned third party inquiries.

**11. If an individual is not affirmed under MAPP 1.58, does that mean they are not Indigenous?**

No. As stated in MAPP 1.58's Procedure, "The fact that an individual's self-declaration of Indigenous citizenship or membership is not affirmed under the principles and processes set out in this Procedure and associated Policy does not mean that the individual does not genuinely self-identify as Indigenous or that they could not be affirmed as Indigenous under non-University processes."

Out of respect and in the spirit of reconciliation and relationship building with local Indigenous communities, MAPP 1.58 and its associated Procedure are based on the principles of citizenship and membership recognized by the local Indigenous communities (i.e. the Chippewas of the Thames First Nation, Oneida of the Thames First Nation and Munsee-Delaware Nation). These principles include a requirement for proof of lineal family connection in order to establish citizenship or membership in a First Nation.

**12. What if an individual makes an intentionally false declaration of Indigenous citizenship or membership during a hiring or affirmation process?**

An individual who Western or the IAAC believes may have made an intentionally false declaration of Indigenous citizenship or membership may be subject to investigation by the University if they are already an employee or student of the University, or if they become an employee or student of the University.

The individual will be provided with an opportunity to know and respond to the concern(s) raised before any findings are made by the investigator. If the concern is well founded, the University will take appropriate corrective action.

## ***Faculty, Librarians and Archivists***

### *Collective Agreement Committees*

#### **13. Does MAPP 1.58 change how Collective Agreement Committees fill roles designated for those with Indigenous citizenship or membership?**

No. The allocation will continue to be handled by the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII).

#### **14. MAPP 1.58 contemplates that for hiring into positions designated for applicants with Indigenous citizenship or membership, only short-listed candidates or those selected for an interview will be directed to undergo the affirmation process. What if a unit intends to conduct Zoom interviews of the long list of candidates? At what point does MAPP 1.58 apply?**

MAPP 1.58's affirmation process should be completed before short-listed candidates are invited for an interview. If a long list of candidates are interviewed by Zoom, those interviewees should be reminded of the Policy and advised by the Chair of the Appointments Committee that before being invited for a further interview, they will need to complete the affirmation process.

#### **15. What if a candidate self-declares that they are Indigenous during a search process? Assume that the position is not designated for those with Indigenous citizenship or membership nor is preference being given to those who hold Indigenous citizenship or membership. What should the Appointments Committee do?**

If the search process is for a non-designated Librarian or Archivist role where no preference is being given to applicants with Indigenous citizenship or membership, MAPP 1.58 does not apply.

If the search process is for a faculty (or post-doctoral scholar) role that will hold a position of authority over, teach or supervise students and an applicant self-declares as holding Indigenous citizenship or membership, MAPP 1.58 applies. The Chair of the Appointments Committee must advise the candidate of MAPP 1.58 and the requirement to be affirmed by completing the affirmation process following the interview.

The Chair of the Appointments Committee must also contact the VP/AVP-II immediately and adjust the timelines for the search process accordingly.

#### **16. If a candidate is applying for a position that is designated for those who hold Indigenous citizenship or membership, or preference is given to those who hold Indigenous citizenship or**

**membership, what will the Appointments Committee be advised following the affirmation process?**

The outcome of the process will be communicated to the Chair of the Appointments Committee. If the candidate is not affirmed (and no appeal is filed or the appeal is unsuccessful), the Chair will simply inform the Appointments Committee that the candidate in question is not moving forward in the search. If the candidate is affirmed under MAPP 1.58, the Chair will advise the Appointments Committee of the outcome.

**17. If a candidate for a position that is not designated for those with Indigenous citizenship or membership is required to take part in the affirmation process and is not affirmed, including after an appeal, can that candidate continue in the search process?**

Yes. As long as the candidate has not made an intentionally false declaration of Indigenous citizenship or membership, they can continue in the search process. The candidate will be provided clear guidance by the IAAC/VP-AVP-II that they cannot hold themselves out in the classroom or other learning environment as having Indigenous citizenship or membership, given that they were not affirmed under Western's Policy.

**18. If an external candidate has been affirmed under a process at their current university, will they still need to complete Western's affirmation process under MAPP 1.58?**

Yes. Pursuant to MAPP 1.58, another institution's determination is not automatically accepted. The IAAC will conduct the affirmation process described in MAPP 1.58 and its associated Procedure. The fact that the candidate has already gathered relevant material as part of another affirmation process will likely speed up the IAAC's process.

**19. If a candidate is not affirmed under MAPP 1.58, does that mean they are not Indigenous?**

No. As stated in MAPP 1.58's Procedure, "The fact that an individual's self-declaration of Indigenous citizenship or membership is not affirmed under the principles and processes set out in this Procedure and associated Policy does not mean that the individual does not genuinely self-identify as Indigenous or that they could not be affirmed as Indigenous under non-University processes."

Out of respect and in the spirit of reconciliation and relationship building with local Indigenous communities, MAPP 1.58 and its associated Procedure are based on the principles of citizenship and membership recognized by the local Indigenous communities (i.e. the Chippewas of the Thames First Nation, Oneida of the Thames First Nation and Munsee-Delaware Nation). These principles include a requirement for proof of lineal family connection in order to establish citizenship or membership in a First Nation.



**20. What if a candidate makes an intentionally false declaration of Indigenous citizenship or membership during a hiring process or during the affirmation process?**

An individual who Western or the IAAC believes may have made an intentionally false declaration of Indigenous citizenship or membership may be subject to investigation by the University if they are already an employee of the University or if they become an employee of the University. The individual will be provided with an opportunity to know and respond to the concern(s) raised before any findings are made by the investigator. If the concern is well founded, the University will take appropriate corrective action.

**21. Can the Decision of the IAAC be appealed?**

Yes, anyone who receives a decision of the IAAC that they disagree with may appeal that decision pursuant to the Procedure. Written notice of appeal must be provided within five business days of the decision. *Grants, Awards and Other Tangible Benefits*

**22. Does MAPP 1.58's affirmation process apply to faculty members currently holding a grant or other tangible benefit that is designated for Indigenous scholars?**

No. MAPP 1.58 does not apply retroactively to grants or other tangible benefits awarded prior to its effective date, which was June 26, 2025. Anyone currently holding a grant or other tangible benefit designated for an Indigenous scholar (or where preference is given to Indigenous scholars) will continue to hold it.

However, if the grant or other tangible benefit comes up for renewal and/or the faculty member applies for a new grant or other tangible benefit designated for Indigenous scholars or where preference is given to Indigenous scholars, they will need to be affirmed under MAPP 1.58. The person in authority for the grant or other tangible benefit must advise the faculty member of the requirement to be affirmed and direct them to the Office of Indigenous Initiatives (OII) for guidance.

**23. I am applying for Tri-Agency/SSHRC funding that is designated for Indigenous scholars. The Tri-Agency's Policy on Indigenous Citizenship and Membership Affirmation requires an attestation from a home university with an Indigenous affirmation policy or that I go through another affirmation process. How do I obtain an attestation from Western?**

All inquiries regarding institutional attestations regarding the outcome of the MAPP 1.58 affirmation process should be directed to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the OII at [indigenous.affirmation@uwo.ca](mailto:indigenous.affirmation@uwo.ca).

**24. Does MAPP 1.58 apply to a faculty member's classroom teaching?**

Yes, if faculty members (amongst others) are holding themselves out in the classroom (or other learning environment) as having Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership, they must be affirmed under MAPP 1.58. In this circumstance, and after receiving guidance from the Office of Indigenous Initiatives (OII), faculty members may choose to complete the affirmation process in order to ensure compliance with the Policy or cease holding themselves out as holding Indigenous citizenship or membership.

Any Western community member, including faculty members, librarians and archivists, staff, and students, who has a question about whether the Policy applies may consult with Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the OII to inquire if the Policy applies to a particular situation.

**25. I am a non-Indigenous instructor and my course addresses Indigenous-related topics. Does this policy apply to me?**

No, MAPP 1.58 does not apply to non-Indigenous instructors discussing Indigenous-related topics in the classroom.

**26. If a Graduate Teaching Assistant (GTA) asks a faculty member if MAPP 1.58 applies to them, how should the faculty member respond?**

Faculty members should do their best to ensure that GTAs understand that MAPP 1.58 applies differently to them as GTAs than it does as students. If a GTA holds "a position of authority over, teach[es] or supervise[s] students or post-doctoral scholars and ... declare[s] Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or

membership” the GTA must be affirmed under MAPP 1.58. MAPP 1.58 does not apply to the GTA in the context of their own graduate student classroom learning and discussion.

The GTA should be directed by the faculty members to contact the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

**27. Does MAPP 1.58 apply to classroom discussions amongst students (who are not also GTAs)?**

No. Classroom discussions in which a graduate or undergraduate student makes a declaration of Indigenous citizenship or membership do not fall under MAPP 1.58 and the student does not need to be affirmed based only on a classroom discussion as a student. It is the responsibility of the instructor to ensure that all such conversations are respectful, according to Western’s Student Code of Conduct. If any declaration or classroom discussion causes concern on the part of a faculty member, GTA or student, they should contact the the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the OII for guidance.

*Invited Speakers*

**28. Will external invited speakers be subject to MAPP 1.58’s affirmation process?**

External speakers who will be conveying influence, authority or perspective by virtue of their Indigenous citizenship or membership must be affirmed under MAPP 1.58 prior to being invited or arrangements being made for their appearance at the University. Western Organizers must advise external speakers of this requirement and direct them to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance. Western Organizers must also build the affirmation process into their timelines and processes.

**29. If an external speaker has been affirmed pursuant to another university’s process, will that be sufficient to comply with MAPP 1.58?**

No. If the speaker has been affirmed under another institution’s affirmation process, that determination is not automatically accepted by the IAAC. The IAAC will conduct the affirmation process described in

MAPP 1.58 and its associated Procedure. The fact that the speaker has already gathered relevant material as part of another affirmation process will likely speed up the IAAC's process.

**If an external speaker who has not been affirmed makes a spontaneous declaration of Indigenous citizenship or membership in the course of a lecture, question period, or classroom discussion, what should occur?** If any declaration or discussion by a visiting speaker causes concern from a MAPP 1.58 perspective, the OII/VP-AVP-II should be consulted to provide guidance.

### *Indigenous Knowledge Keeper Examiner*

**30. I have been asked to be an Indigenous Knowledge Keeper Examiner for a PhD or Master's thesis exam. Do I need to complete the affirmation process?**

Yes. Western is honoured and appreciates that you have agreed to examine a graduate-level thesis. If you have not already been affirmed pursuant to MAPP 1.58, you should contact the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

## ***Undergraduate Students***

### ***Admission***

**31. I am a student with Indigenous ancestry who is applying for admission to the Indigenous Student STEM Access Program (ISSAP). Is the affirmation process mandatory? Am I required to complete the affirmation process when I submit my application or once I receive an admission offer?**

The affirmation process under MAPP 1.58 is mandatory for admission to Indigenous-designated programs like the ISSAP. Students **may be** asked to self-identify as Indigenous upon application to the ISSAP and will be required to participate in the affirmation process upon receipt of their offer of admission. The offer of admission will be conditional on their declaration of Indigenous citizenship or membership being affirmed by the ISC.

**32. I am an Indigenous applicant applying for admission to an undergraduate program at Western. Am I required to complete the affirmation process when I submit my application, or once I receive an admission offer? Is my admission contingent upon completing the affirmation process?**

An applicant who is not seeking any material advantage based on their Indigenous citizenship or membership is not required to be affirmed and MAPP 1.58 would not apply.

MAPP 1.58's affirmation process applies to prospective students only if they are attempting to access a material advantage due to their Indigenous citizenship or membership. Material advantage includes designated admission spots or admission streams in which students with Indigenous citizenship or membership are given preference.

If the affirmation process applies, students **may be** asked to self-identify as Indigenous when applying and will be required to participate in the affirmation process upon receipt of their offer of admission, which will be conditional on their declaration of Indigenous citizenship or membership being affirmed by the ISC.

### ***Student grants, awards etc.***

**33. Is affirmation required for student scholarships, bursaries, grants or awards that are designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference? When would the affirmation process take place?**

Yes. Students accessing scholarships, bursaries, grants or awards that are designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference are required to be affirmed in accordance with the process described in MAPP 1.58. and its Procedure.

Chairs of committees or persons in authority administering the scholarship, bursary, grant or award must contact the Indigenous Student Centre (ISC) to inquire if a potential recipient has been affirmed pursuant to the Policy. If the potential recipient has been affirmed, the Chair or person in authority will be advised that the student is eligible for the tangible benefit.

If the potential recipient has not yet been affirmed, the Chair or person in authority must direct them to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

Upon completion of the affirmation process, the Chair or person in authority will be informed only whether or not the student is eligible for the tangible benefit.

**34. I am a student whose Indigenous citizenship was already affirmed by the Manager of Indigenous Admissions. If I am applying for a new Indigenous-designated scholarship, or other tangible benefit, do I need to be affirmed again?**

No. Prior to implementation of MAPP 1.58 and its associated Procedure, student declarations of Indigenous citizenship or membership were affirmed by either the Manager of Indigenous Admissions, and/or the Financial Aid Coordinator in the University's Indigenous Student Centre (ISC) in instances where individuals were leveraging Indigenous access and financial initiatives. The affirmation process included a review of proof of Indigenous citizenship or membership as outlined in MAPP 1.58. The ISC maintains a secure and confidential list of students whose declarations of Indigenous citizenship or membership have already been affirmed. Those students will not need to be re-affirmed.

**35. I am an Indigenous student applying for a student leadership role on campus. Do I need to complete the affirmation process?**

No. MAPP 1.58 does not apply to student leadership roles unless specifically designated for those with Indigenous citizenship or membership, or in circumstances which those with Indigenous citizenship or membership are given preference.

***Existing students***

**36. I am an Indigenous student in my third year undergraduate at Western. Do I need to complete the affirmation process?**

The affirmation requirement does not apply retroactively to grants, awards or other material advantages that were awarded in the past. The affirmation process is also not required of Indigenous students who are not accessing material advantages based on their Indigenous citizenship or membership.

Students accessing new or renewing Indigenous-designated grants or awards, or grants or awards for which Indigenous membership or citizenship is given preference, are required to successfully complete

the student affirmation process as described in MAPP 1.58. If a student who has not yet been affirmed is seeking to access a material advantage, they will be advised of the need to participate in the affirmation process by the Chair or person in authority with responsibility for the tangible benefit.

**37. How long does the affirmation process take? Will I be successful?**

Normally, the affirmation process should be completed within three weeks. It may take longer if there are delays in providing information or if additional information is required for a decision to be reached. The outcome of the process cannot be predicted in advance and is an autonomous decision of the ISC, subject to a student's right of appeal to the IAAC.

**38. Can I appeal the decision of the Indigenous Student Centre's that I was not affirmed?**

Yes. A student or prospective student may appeal the ISC's decision to the Indigenous Affirmation Advisory Committee (IAAC). The IAAC's appeal decision will be final.

**39. I am an Indigenous student and some of my courses have in-class discussions where I would give the perspective of an Indigenous person. What steps do I need to take to ensure compliance with the Policy?**

MAPP 1.58 does not apply to student discussions in learning environments. This means that an affirmation is not required for an Indigenous student to provide their perspective during classroom discussions. However, MAPP 1.58 does apply to a graduate student who is employed as a Graduate Teaching Assistant, thereby teaching students or holding a position of authority over students, and who conveys influence, authority or their perspective by virtue of their Indigenous citizenship or membership.

**40. I am an Indigenous student leader and I am coordinating a program related to Indigenous topics. How can I ensure I'm in compliance with the Policy?**

Please contact the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

**41. I am a non-Indigenous student working on a senior thesis/research paper related to Indigenous research. Is this policy applicable to me as well?**

No. MAPP 1.58 does not apply to students writing thesis/research papers relating to Indigenous topics.

**42. I am an Indigenous student and have completed the affirmation process. If I apply for an Indigenous scholarship or bursary, do I need to reaffirm my Indigenous citizenship or membership through this process?**

No. The Indigenous Student Centre (ISC) maintains a secure and confidential list of students whose declarations of Indigenous citizenship or membership have already been affirmed. Those students will not need to be re-affirmed.



## ***Graduate Students***

### *Admission*

**43. I am an Indigenous applicant applying for admission to a graduate program at Western. Am I required to complete the affirmation process when I submit my application, or once I receive an admission offer? Would my admission be contingent upon completing the affirmation process?**

An applicant who is not seeking any material advantage based on their Indigenous citizenship or membership is not required to be affirmed and MAPP 1.58 would not apply.

MAPP 1.58's affirmation process applies to prospective students only if they are attempting to access a material advantage due to their Indigenous citizenship or membership. Material advantage includes Indigenous-designated admission spots or admission streams in which Indigenous students are given preference.

If the affirmation process applies, students **may be** asked to self-identify as Indigenous when applying and will be required to participate in the affirmation process upon receipt of their offer of admission, which will be conditional on their declaration of Indigenous citizenship or membership being affirmed by the ISC.

### *Student grants, awards etc.*

**44. Is affirmation required for student scholarships, bursaries, grants or awards that are designated for Indigenous Peoples or where those with Indigenous citizenship or membership are given preference? When would the affirmation process take place?**

Yes. Students accessing scholarships, bursaries, grants or awards that are designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference are required to be affirmed in accordance with the process described in MAPP 1.58.

Chairs of committees or persons in authority administering the scholarship, bursary, grant or award must contact the Indigenous Student Centre (ISC) to inquire if a potential recipient has been affirmed pursuant to the Policy. If the potential recipient has been affirmed, the Chair or person in authority will be advised that the student is eligible for the tangible benefit.

If the potential recipient has not yet been affirmed, the Chair or person in authority must direct them to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

Upon completion of the affirmation process, the Chair or person in authority will be informed only whether or not the student is eligible for the tangible benefit.

**45. I am a Graduate Chair, or person in authority, who is responsible for administering a scholarship, bursary, grant, award and/or the hiring of a GTA designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference. What steps do I need to take?**

Students accessing scholarships, bursaries, grants or awards that are designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference are required to be affirmed in accordance with the process described in MAPP 1.58.

This requirement must be made clear in any documents with respect to the scholarship, bursary, grant, award and/or hiring of the GTA.

The Chair or person in authority must also contact the Indigenous Student Centre (ISC) to inquire if a potential recipient has been affirmed pursuant to the Policy. If the potential recipient has been affirmed, the Chair or person in authority will be advised that the student is eligible for the tangible benefit.

If the potential recipient has not yet been affirmed, the Chair or person in authority must direct them to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

Upon completion of the affirmation process, the Chair or person in authority will be informed only whether or not the student is eligible for the tangible benefit.

**46. I am a student whose Indigenous citizenship was already affirmed by the Manager of Indigenous Admissions. If I am applying for a new Indigenous-designated scholarship, or other tangible benefit, do I need to be affirmed again?**

No. Prior to implementation of MAPP 1.58 and its associated Procedure, student declarations of Indigenous citizenship or membership were affirmed by either the Manager of Indigenous Admissions, and/or the Financial Aid Coordinator in the University's Indigenous Student Centre (ISC) in instances where individuals were leveraging Indigenous access and financial initiatives. The affirmation process included a review of proof of Indigenous citizenship or membership as outlined in MAPP 1.58. The ISC

maintains a secure and confidential list of students whose declarations of Indigenous citizenship or membership have already been affirmed. Those students will not need to be re-affirmed.

**47. I am an Indigenous student applying for a student leadership role on campus. Do I need to complete the affirmation process?**

No. MAPP 1.58 does not apply to student leadership roles unless specifically designated for those with Indigenous citizenship or membership, or in circumstances which those with Indigenous citizenship or membership are given preference.

***Existing students***

**How long does the affirmation process take? Will I be successful?**

Normally, the affirmation process should be completed within three weeks. It may take longer if there are delays in providing information or if additional information is required for a decision to be reached. The outcome of the process cannot be predicted in advance and is an autonomous decision of the ISC, subject to a student's right of appeal to the IAAC.

**48. Can I appeal the decision of the Indigenous Student Centre's that I was not affirmed?**

Yes. A student or prospective student may appeal the ISC's decision to the Indigenous Affirmation Advisory Committee (IAAC). The IAAC's appeal decision will be final.

**49. I am an Indigenous student and some of my courses have in-class discussions where I would give the perspective of an Indigenous person. What steps do I need to take to ensure compliance with the Policy?**

MAPP 1.58 does not apply to student discussions in learning environments. This means that an affirmation is not required for an Indigenous student to provide their perspective during classroom discussions. However, MAPP 1.58 does apply to a graduate student who is employed as a Graduate Teaching Assistant, thereby teaching students or holding a position of authority over students, and who conveys their perspective by virtue of their Indigenous citizenship or membership.

**50. I am an Indigenous student leader and I am coordinating a program related to Indigenous topics. How can I ensure I'm in compliance with the Policy?**

Please contact the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance.

**51. I am a non-Indigenous student working on a senior thesis/research paper related to Indigenous research. Is this policy applicable to me as well?**

No. MAPP 1.58 does not apply to students writing thesis/research papers relating to Indigenous topics.

**52. I am an Indigenous student and have completed the affirmation process. If I apply for an Indigenous scholarship/bursary or a GTA position, do I need to reaffirm my Indigenous citizenship or membership through this process?**

No. The Indigenous Student Centre (ISC) maintains a secure and confidential list of students whose declarations of Indigenous citizenship or membership have already been affirmed. Those students will not need to be re-affirmed.

### ***Postdoctoral Scholars***

**53. I am an Indigenous applicant applying for a postdoctoral position at Western. Am I required to complete the affirmation process when I submit my application or once I receive the employment offer? Would my employment be contingent upon completing the affirmation process?**

MAPP 1.58's affirmation process applies to prospective post-doctoral scholars if they are attempting to access a material advantage due to their Indigenous citizenship or membership. Material advantage includes Indigenous-designated positions or funding (or where those with Indigenous citizenship or membership are given preference). MAPP 1.58 also applies to post-doctoral scholars in non-designated roles if the post-doctoral scholar holds a position of authority over, teaches or supervises students and makes a declaration of Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.

If the affirmation process applies, applicants will be asked to participate in the affirmation process upon receipt of their offer of employment, which will be conditional on their declaration of Indigenous citizenship or membership being affirmed by the IAAC.

**54. I am a current Indigenous postdoctoral scholar at Western and have not completed the affirmation process. Is it mandatory for me to complete the affirmation process?**

The affirmation process is mandatory for a current postdoctoral scholar if they are accessing any new material advantage (e.g. funding, scholarship, opportunity or position) that is designated for those with Indigenous citizenship or membership or where those with Indigenous citizenship or membership are given preference.

MAPP 1.58's affirmation process must also be completed where a post-doctoral scholar holds a position of authority over, teaches or supervises students or other post-doctoral scholars and declares Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.

**55. I am a non-Indigenous postdoctoral scholar working on Indigenous research. Is this policy applicable to me as well?**

No. MAPP 1.58 does not apply to non-Indigenous post-doctoral scholars working on Indigenous research.

**56. I am applying for Tri-Agency/SSHRC funding that is designated for Indigenous scholars. The Tri-Agency's Policy on Indigenous Citizenship and Membership Affirmation requires an attestation from a home university with an Indigenous affirmation policy or that I go through another affirmation process. How do I obtain an attestation from Western?**

All inquiries regarding institutional attestations regarding the outcome of the MAPP 1.58 affirmation process should be directed to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) at [indigenous.affirmation@uwo.ca](mailto:indigenous.affirmation@uwo.ca).

### ***Graduate Programs/Faculties***

**57. Our program has a scholarship for Indigenous graduate students. Do we need to include language about affirmation in our official terms of reference?**

Yes, language about MAPP 1.58, including its affirmation requirement, should be included in the terms of reference and any communications to students or others about the scholarship.

**58. Our program has a scholarship for Indigenous graduate students. Could we ask applicants to provide us with proof of affirmation for the adjudication process?**

No. The program should contact the Indigenous Student Centre (ISC) to inquire if a potential recipient has been affirmed. If a potential recipient has not yet been affirmed, they should be directed to the Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP-II) and the Office of Indigenous Initiatives (OII) for guidance on the affirmation process.

Upon completion of the affirmation process, the Chair or person in authority, will be informed only whether the student is eligible to receive the scholarship.

## ***Resources***

MAPP 1.58: [https://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp158.pdf](https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp158.pdf)

Indigenous Initiatives – Declaration of Indigenous Citizenship or Membership at Western:

<https://indigenous.uwo.ca/initiatives/policies-guidelines/affirmation.html>

Questions? [indigenous.affirmation@uwo.ca](mailto:indigenous.affirmation@uwo.ca)