



Indigenous Initiatives

Indigenous Postsecondary Education Council (IPEC)

Western University

Meeting Minutes

December 3, 2021

The meeting was held at 9:00am – 12:00pm via ZOOM

PRESENT:	AFFILIATION:
Danielle ALCOCK	Community Representative, SOAHAC, London, Ontario
Gillian BALFOUR	Vice-Principal and Academic Dean, Kings University College
Christy BRESSETTE	Vice-Provost/Assistant Vice-President Indigenous Initiatives, Western University
Shazad Chaudhary	Research & Data Analyst, Indigenous Initiatives, Western University
Sara Mai CHITTY	Curriculum and Pedagogy Advisor, Indigenous Initiatives, Western University
Regna DARNELL	President's Appointee representing the Faculty of Social Science, Western University
Lorraine DAVIES	Associate Vice-Provost (Graduate and Postdoctoral Studies)
Debbie DOLSON	Post-Secondary Counsellor, Chippewa of the Thames First Nation
Paula HEDGEPEETH	Community Relations and Space Coordinator/IPEC Secretary, Indigenous Initiatives, Western University
Misko KICKNOSWAY	President, Indigenous Student Association, Western University
Myrna KICKNOSWAY	Visiting Elder, Indigenous Student Centre, Western University
Melinda Moradipour	Office Administrator, Indigenous Initiatives, Western University
Amanda MYERS	Director, Indigenous Student Centre, Western University
Erica NEEGANAGWEDGIN	Director, Indigenous Education, Faculty of Education, Western University
Jody NOAH	Southern First Nations Secretariat, Community Organization
Laura SPERO	Post-Secondary Counsellor, Aamjiwnaang First Nation
Chantelle RICHMOND	Acting Director, Indigenous Studies, Faculty of Social Science, Western University

REGRETS:

Kathleen ANDERSON	Representative, Métis Nation of Ontario
Bernita BRIGHAM-JACOBS	Post-Secondary Coordinator, Walpole Island First Nation
Holly CLAEYS	Post-Secondary Coordinator, Caldwell First Nation
Joe HENRY	Dean of Students, Kings University College
Melanie MOLNAR	Affiliate Designate, Brescia University College
Rick MONTURE	Grand River Post-Secondary Education, Six Nations First Nation
Geoff READ	Dean of Students, Huron University College
Bette SUMMERS	Education Director, Oneida Nation of the Thames First Nation
Guy WILLIAMS	Special Advisor Indigenous Education & Development, Fanshawe College

Western University, Indigenous Initiatives

WSSB, Suite 2150, 1151 Richmond St., London, ON, Canada N6G 2V4
T. 519-661-6111, ext. 48240 email indigenousinitiatives@uwo.ca



1. **Traditional Opening**

Myrna Kicknosway offers traditional opening.

2. **Welcome**

- Jody Noah - Co-chair
- Christy Bressette - Vice Provost/Associate Vice President Indigenous Initiatives.

3. **Approval of Agenda and Previous Minutes**

- Agenda approved
- Minutes approved

4. **Western's Guidelines & Protocol for Hiring Indigenous Faculty**

Christy Bressette – VP/AVP Indigenous Initiatives/Co-chair IPEC

- Background and purpose for guidelines
- Western is hiring this fall CRC tier 1 & 2. Western is seeking to broaden faculty complement.
- Developing guidelines & protocols will safeguard against ethnic fraud.
- Consultation with faculty and IPEC, Intensive feedback session with Indigenous community at western, during October 2021 – 4 sessions in total
- What guidelines should look like – based on feedback policy vs guidelines = flexibility
- Overview of approved modes of affirmation – derived from feedback sessions shared with IPEC members.
- UWOFA – process to hire from this unionized process will inform hiring
- Indigenous community will be utilized to inform hiring of indigenous faculty

Questions

- Culturally appropriate/ cultural knowledge training for hiring committees would be recommended.
- Share this document with the affiliates (King's) to assist with learning about the process.

Additional comments to #3 in the agenda

- Hiring of indigenous faculty with great consideration to the Letter of Understanding.
- Current posting and upcoming cluster hires of 4 faculty members
- Faculty members who can inform the best way forward to provide the foundation of welcoming and supporting faculty at western
- Opportunity for faculty to informally meet and visit. Faculty are busy and have a hard time to engage but the opportunities are appreciated.
- Create more intentional times to gather to create connection and community.

4. **Building Reconciliation National Forum**

Christy

- Expression of interest was put forward (document found in the OWL site) – informed by Congress 2020 and engagement/consultation with indigenous community
- Tentative dates June 23 & 24, 2021

- Annual forum that focuses on building reconciliation – Western University has won the bid for the 8th annual event. Lavelle University hosted last year completely online
- Themes across the country were examined to be responsive to the TRC calls to action.
- Steering committee invites IPEC to sit on steering committee. Interest in steering or volunteering is welcomed.
- NAISA – big international events where service days are organized. Indigenous community organizations can join/volunteer - Informal opportunities that are like field trips but provide service to community.
- Pre-event is being considered – invitation to other Indigenous organizations and institutions to profile their work.
- Volunteers to the steering committee – Reach out to the local nations, Chippewa, Oneida and Munsee-Delaware to engage and inquire how and if they would be interested in participating.
- Recommendation of tour of the Mt Elgin Residential site.
- Opportunity to profile Westerns Indigenous Scholars

5. HEALTH BREAK

6. Office of Indigenous Initiatives Updates

Paula Cornelius-Hedgepeth – Community Relations and Space Coordinator

- ILS – construction continues. Recent tour with Sarah Pritchard and Christy Bressette. To develop ideas on promoting the opening of the space – creating awareness and excitement. Tentative completion at end of April – soft opening in June. Grand opening in Fall upon return to campus for students.
- Gonfalon – convocation ceremonies – a piece that represents Indigenous students/ faculty and units at Western. Created from feedback. Currently being created by various Indigenous artists.
- Newsletter – December edition of newsletter postponed to January 2022

Sara Mai Chitty – Curriculum and Pedagogy Advisor

- Learning bundles
- Teaching and learning series
- This is a work in progress, but I've developed an online land acknowledgment resource. It is not perfect, and there's a lot more work to be done to finesse it, but its intention is to teach people 1. The reflections need to be done to write your own 2. Understanding who/what people are talking about when they give them. Your feedback is critical, please let me know if you see gaps, misinformation, etc
- Working on 4 online modules decolonizing and indigenizing virtual classrooms.
- <https://spark.adobe.com/page/FSblzCQD2HC15/>
- Hiring second curriculum and pedagogy advisor.

Shazad Chaudhary – Research and Data Analyst

- Evaluation of Western University's strategic plan – good participation with 97 respondents.
-

Peter Aterman – Communications Specialist

- Support for all positions in OII.
- Communications plan in the works – outreach to the wider community beyond western. Media relations plan that will raise the profile of OII and position western as a go to source for the media local and beyond.

Melinda Moradipour - Administrator

- Introduction to the group. Joined the team in October. Learning the role and how to best support the team.
- Hiring, financial support, support Indigenous Student Centre

Indigenous Student Centre

Amanda Myers – Director of Indigenous Student Centre

- Student enrollment numbers are good for this year.
- Part Time enrollment drop – a logical trend to see considering the last year part time numbers doubled due to COVID and mental well-being.
- First round of local First Nations scholarships - 8 Undergraduates and 2 Graduate applicants. Announcements of recipients coming soon
- Finalizing Indigenous Marketing and Recruitment Plan. Financial opportunities are helping also making an action plan to be shared with IPEC at next meeting.
- Students are approaching exam time and are getting exhausted – wellness kits are being distributed. Three sister's soup kits with teaching and instructions. Wellness kit with medicines for students – reminder that self care is a priority.
- Mental Health Team addition to ISC in partnership with Laurier faculty of Social Work – supporting Indigenous students through ISC during student placement. Recognized as employment pathway for future ISC compassionate care work.
- Deb and Barry Milliken will begin in the New Year as Visiting Elders for ISC
- Community Enhancement coordinator role posting will be coming out in the next few weeks. Posting to be shared with IPEC.

Department/Faculty Updates

Indigenous Student

Misko Kicknosway – ISA President

- Completed full executive team – 13 members – 12 Indigenous, 1 non-Indigenous.
- 40 general members of the club.
- Good relations with the USC and the USC president.
- Two events – beading workshop 25 participants, game night last week.
- Focusing on the team ISA executive – team building and wellness with a focus on de-stress as we head into the holidays.
- Social is in the works – Haudenosaunee style.
- Powwow this year – still hoping to be able to host this.

- Water walking event is in the works.
- Update the constitution for the club which is outdated, created in 2013.

Indigenous Studies

Chantelle Richmond- Acting Director of Indigenous Studies

- Acting in this role for one month.
- Janice Forsyth is on compassionate leave with planned return in January.
- Diana Lewis is leaving Western and going to Guelph as a Canada Research Chair – environmental work.
- Indigenous Studies – poor resourcing in this department. In process of hiring a program assistant. There has been no staff support for two years. This means the director does everything. Candidate will be secured soon.
- Janice Forsythe will finish her directorship at the end of June. Faculty has secured funds for a new director. More information to come.
- Courses are set for next term – Victoria Bomberry to teach second half of the indigenous studies program. Emily beecock will be teaching Indigenous legal issues course.
- Holiday party on December 8 - 2:30 – 5:30 at the SSC lounge

Indigenous Education

Erica Neeganagwedgin – Director of Indigenous Education

- Hiring for Indigenous education coordinator – this position has been reposted – please share with your networks.
- Temporary administrative help received
- MPEd starting July 2022 partnering with Six Nations Polytechnic.

IPEC Round Table Sharing

Laura Spero, Aamjiwnaag Education Representative

- No updates to share
- Concern around the requirement of vaccinations for returning students.

Covid update

- Exemption information
- Student Experience for intake – Terry McQuaid, Head of Health Unit.

Debbie Dolson - Post-Secondary Counsellor, Chippewa of the Thames First Nation

- New director of lifelong learning – Joette Lefebvre.
- Revitalize language is a priority at Chippewa.

Danielle Alcock - SOAHAC

- No updates at this time
- Support for vaccinations for students
- Student placements might be an opportunity to partner with going forward.

Regna Darnell

- Continuing with research work that applies to indigenous knowledge's

Lorraine Davies - Associate Vice-Provost (Graduate and Postdoctoral Studies)

- EDI Review by students of Own your Future

Gillian Balfour - Vice-Principal and Academic Dean, Kings University College

- Struggling with how to respond respectfully to residential school crisis. In terms of initiatives - response and address the institutional practices.
- Reflection circle – commitment at college to establish a space for ceremony as well as learning. Generous gift from alumni on the King's Greens. Dan and Mary Lou Smoke opened this space with ceremony.
- All three affiliates will share an Indigenous Coordinator. A large encompassing role but a place to start.

Jody Noah, Representative from Munsee-Delaware Nation

- Called away from meeting

Myrna Kicknosway - Elder

- Self-care is important. For many reasons in an institution such as Western – ground yourself – strengthen our identity.
- Retreat for faculty and staff is vital to assist with taking care of mind, body and spirit.

7. Adjournment/Traditional Closing

- Myrna Kicknosway conducts a traditional closing.