

**Indigenous Postsecondary Education Council of Western
University
Meeting Minutes**

March 22, 2019

The meeting was held at 10:30 am at the UCC, Room 147B

Present:	Affiliation:
Adrean ANGLES	Indigenous Liaison, Schulich School of Medicine and Dentistry
Candace BRUNETTE	Special Advisor to the Provost, Indigenous Initiatives
Regna DARNELL	President's Appointee representing the Faculty of Social Science
Brent DEBASSIGE	Director, Aboriginal Education; Western University
Joe HENRY	Dean of Students, King's College
Amanda MEYERS	Indigenous Services; <i>Community Enhancement Coordinator</i>
Jennie MASSEY	Associate Vice-President, Student Experience
Jody NOAH	Southern First Nations Secretariat
Peter SIMPSON	Associate Vice-Provost, School of Graduate and Postdoctoral Studies
Laura SPERO	Post-Secondary Counsellor, Aamjiwnaang First Nation

Guest:
Mark WIDMEYER Manager, Fire Safety

1. Traditional Opening

- Adrean Angles provided an opening for the meeting.

2. Approval of Agenda

- Agenda was approved

3. Approval of Minutes

- Previous minutes were approved.

4. Approval of Minutes with updates:

- **4. Review of University Governance and Structure**, IPEC (Jody Noah) will write to the Dean of Social Science
- **6. Updates** AVP Updated that outstanding funding has been received. No confirmation received for this year's funding.

5. Review Draft Procedure for Burning Traditional Medicines (Smudging)

- Mark Widmeyer attended meeting
- First draft provided, needs to be reviewed and approved by the PVP group-
- Has been informally going on and unless it's a new location, process has been going well
- Lynn Logan has reviewed and provided comments to Candace
- Suggestion for sign to be a symbol that will become recognizable

- Can we increase number of rooms approved? Candace should speak to Lynn about process to add rooms.
- May need to keep Wendy Dickinson SSD in the loop
- Keep on agenda for updates before going to PVP
- Would like it effective for Fall
- Living document will be on IS website

6. Review Draft Updated Territorial Acknowledgement

- What can we do to improve how this is delivered as so many different people do it
- On IS website for correct pronunciation
- York University has created a video
- Other universities have started Land Acknowledgement walks on their campus
- Windsor St. Clair - added generalized statement to cover all nations
- Suggestion: Contemporary stewards of this land are so no one left out
- Have been doing at Schulich for ages
- How to make it more meaningful?
- Prompts at bottom for speakers. What is your ancestry? How long have you been in this territory? When did you start learning about indigenous people?
- Will send to Candace
- Amanda to talk to Donika about recruiting students to create video

7. Update on Search for Director, IS

- Jennie gave an update on the search, continue to work with Legacy Bowes to manage search. Have 2 candidates coming for 2nd interviews on April 11.
- Had conversation with consultant, emphasized importance of search, timing is critical to have in place by Fall semester. Released more funding to repost the ad. Are there any additional places we should be advertising? Can we share advertising on social media? Encouraged everyone to share.
- Updated ad and microsite to be posted soon
- Asked why candidates dropped out? Reoccurring themes...secured other position, compensation levels at other universities, location closer to home. One case she shared candidate asked colleagues and heard Western not a supportive workplace, challenging position. How can we improve this?
- HR experience they will hire less qualified for less money.
- Director same level as other Directors within SE. Prepared to work with HR to increase if right candidate.
- Need to expedite process so candidates don't find other position while we move ours along.
- Book interview dates now so times are known. Maybe even include in the ad.
- Boundaries between Western and community improving. Need to spread the word within networks. Change takes time.
- Implementation Task Force planning on promotion to celebrate what we do have.
- Cluster hire pending. What have we learned? Can apply to IS search?
- Working with central communications to plan stories to drop on schedule
- Consulted with IS, Faculty position doesn't have to be MD, wanted local Indigenous person, who knows the local landscape. Hard to find that in other areas. How do we reach them and make them feel comfortable to apply.
- Conversation ongoing. Same brick wall, need human/financial resourcing to support development. Can't just be up to Indigenous staff. University responsible for lack of support.

- In Faculty of Education still have same problem communication message
- Stumbling block to students speak volumes about program. That's how to attract more students. Key recruitment tool.
- Important we find ways to communicate these messages.
- University needs to respond, need more investment
- Need Director, IS. Might be useful for pipelines. Idea of thinking about people who might not be there yet but will grow into the position. That is how we are handling in Faculty of Education.
- Have to plan how we are going to ensure they have what they need to be successful.
- Time for university to invest more substantially in this. Unacceptable that it is taking this long. Need a Director in IS.
- Be mindful talking to candidates. Careful about PR, need to be true to reality. Hasn't been a lot of action since strat plan implemented. What does that tell us? Tell us how people who work here feel. Important that we listen to them. Not sure how to fix that
- Grow your own idea. Competing for resources. Need to make sure medical school is ready to support this program.
- Students need to come first.
- Change the way people think about Western.
- Former chair of dept once said If you want to build a better program, give the students you've got now the best education possible
- Listened to Faculty Dean say really don't care what the students think, they come and go. If we have good quality programs they'll come.
- Not a systemic change. That is where we have not made much progress.
- First Nation studies has never been any consistency in the direction of that program. Students still have issues.
- How do we shift the priorities?
- AVP met with student leader and Dean of SS. Was an open and frank discussion. Dean heard directly from student nearing graduation.
- HR and other parts of Western need to see things as they are seen by Indigenous community, maybe different from their normal standards
- Want to avoid shifting job from Director to Manager
- Quite a few candidates last time. Can we go back to HR and reach out to candidates who applied first time?

8. Mini University

- Going well, youth app and brochure on web next week
- Shifted older group, less days, less commitment, but still provide formal certificate
- Job posting closes today, will be increasing pay for assistant this year
- Would like to give this position more authority
- Have had complaints about Ontario Hall food, have reached out to Brescia and may switch, preferred location as well

9. Updates

Schulih

- 2nd annual prime workshop, 2nd year students, interviewing ends tomorrow
- Indigenous Leader in Residence, looking for support. Should this be staff or faculty position?
- Depends on role, if they are teaching, and outcomes to do with curriculum, should be faculty.
- What is the role? Leader or administrator?
- Still working on job description, should consult with Faculty Relations.

- Would be full time, permanent position
- Will update committee after next meeting
- Didn't reach scholarship goal, will continue with fundraising
- Drum Socials -- need help getting the word out to other faculties
- Convocation - have had Farley come in and sing indigenous song. Want to move forward. Maybe a small speech, or key note. They are considering. Bring to IPEC to discuss. Would need a letter from IPEC.
- Maybe Sam, who is a graduate, would be a good speaker.
- Are we paying them? Farley \$150. Not sure about speaker. Maybe \$300.
- Wants it to be standard part of the convocation.
- Supporting Adrean's reco to provide speaker at Schulich convocation on ongoing basis. Candace to draft letter and send to Chairs for approval.
- Convocation policy? How can we get involved in all ceremonies?

Indigenous Initiatives

- Project Coordinator Position has been reposted -- contract role to assist Special Advisor
- Learning Space Moving along. Provost and Ruban started to work on determining potential locations
- Will update advisory group when more information known. We had put out short term and medium term needs, put forward requests for longer term needs. Still waiting for feedback.
- Working on financial aid review. Prepared RFP to some consultants, closes April 6. Focusing on undergrad IS students, had proposed aid for undergrad and grad but focus will be on undergrad only for now. Candace to send to IPEC
- Reviewing all of our financial aid offers and interview IS students and staff. Let Candace know of anyone who would be interested in providing opinions.
- Looking at Promising Practices at other institutions that help facilitate financial aid.
- Look at affiliates?
- Hope to be done in July. Committee will review and make recommendations.
- Would like to implement international scholarship. Need based? Merit based? Discussing with registrar, not sure they understand the IS financial restrictions.
- Prepared report to Provost for Office of Indigenous Initiatives
- There was lack of understanding of the role of Indigenous Services and how it reports
- Provost indicated support and to move through Senate in the Fall
- Title and structure TBD. More to come in the summer
- Invite Provost and incoming President to summer meeting

FNS Program Review

- Janice let Candace know it is not complete. Janice to bring to the summer meeting.

Kings College

- In September Senator Murray Sinclair coming to speak at. Lecture series. Date TBD.

Faculty of Education

- Establishing moving toward partnership with Six Nations Polytechnic
- Indigenous Coordinator position going to be posted soon. Contract to start, may be permanent.
- Dean is supportive

10. IPEC Planning (Terms of Reference sub group, Summer Meeting Date)

- Propose July meeting, invite Provost, incoming President; get options for dates
- Laura Spero offered to host in Sarnia. Community speaker welcome. Maybe President?
- Start time 10 am, lunch provided

- IPEC will reimburse costs for lunch and speaker
- July 9th not an option. Maybe later in July?

Agenda:

- Terms of Reference sub group to monitor and update TOR
- Need to fill vacancies
- Recap of study. Using IPEC to drive the work of the indigenous office, committees to work on topics,
- E.g. Queens has 3 sub: recruitment & outreach, faculty relations, curriculum
- Opportunity for IPEC to do more
- Bring the study to summer meeting

11. Adjournment/Traditional Closing

- Adrean Angles provided a closing for the meeting.