Indigenous Postsecondary Education Council (IPEC)
Western University

Meeting Minutes

December 3, 2021
The meeting was held at 9:00am – 12:00pm via ZOOM

**PRESENT:**

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

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<tr>
<th>Name</th>
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<tr>
<td>Kathleen ANDERSON</td>
<td>Representative, Métis Nation of Ontario</td>
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<tr>
<td>Bernita BRIGHAM-JACOBS</td>
<td>Post-Secondary Coordinator, Walpole Island First Nation</td>
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<td>Holly CLAEYS</td>
<td>Post-Secondary Coordinator, Caldwell First Nation</td>
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<td>Joe HENRY</td>
<td>Dean of Students, Kings University College</td>
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<tr>
<td>Melanie MOLNAR</td>
<td>Affiliate Designate, Brescia University College</td>
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<tr>
<td>Rick MONTURE</td>
<td>Grand River Post-Secondary Education, Six Nations First Nation</td>
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<tr>
<td>Geoff READ</td>
<td>Dean of Students, Huron University College</td>
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<tr>
<td>Bette SUMMERS</td>
<td>Education Director, Oneida Nation of the Thames First Nation</td>
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<tr>
<td>Guy WILLIAMS</td>
<td>Special Advisor Indigenous Education &amp; Development, Fanshawe College</td>
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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 an 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 date – 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/FSblzCQD2HCl5/](https://spark.adobe.com/page/FSblzCQD2HCl5/)
• 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 Lefebrve.  
• 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.