

Indigenous Education Council Meeting

March 26, 2024 - 10:00 AM – 2:00 PM
Cornwall Campus, Teams

Meeting Minutes

ATTENDING:	<p>Amanda Cook (co-chair)</p> <p>Shannon Hall (co-chair)</p> <p>Glenn Vollebregt</p> <p>Shelley Aylesworth-Spink</p> <p>Erin Farrell</p> <p>Kathy O’Brien</p> <p>Maher Ghalayini</p> <p>Grant McMichael</p> <p>Mary Ann Lyons</p> <p>Shirley Chaisson</p> <p>Holly Brant</p> <p>April Marsolais</p> <p>Laurie Whitford</p> <p>Kayleigh Jordan-MacGregor</p> <p>Mary Gauthier</p> <p>Gertrude Schreoder</p> <p>Kelly Terwilligar</p>	<p>Iohahi:IO Akwasasne Education and Training Institute</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College (student)</p> <p>St. Lawrence College (student)</p> <p>Downie-Wenjack Foundation</p> <p>St. Lawrence College</p> <p>St. Lawrence College</p> <p>St. Lawrence College (recording)</p>
ABSENT:	<p>Liv Rondeau</p> <p>Lindsay Rogers</p> <p>Nathan Sunday</p> <p>Tracy Brant</p> <p>Ross McMillan</p> <p>Brad Box</p>	<p>Limestone District School Board</p> <p>Women’s Representative, Highland Waters Metis Council</p> <p>Akwesasne Training Program</p> <p>Mohawks of the Bay of Quinte</p> <p>St. Lawrence College</p> <p>St. Lawrence College (student)</p>

DISCUSSION

The meeting started at 10:10 AM.

Welcoming in a good way

Mary Ann welcomed all attendees to the meeting by including a prayer.

ACTION

DISCUSSION	ACTION
<p>Introductions</p>	
<p>A roundtable of introductions was completed. New members to IEC include April Marsolais and Laurie Whitford, both students from the Cornwall campus, Gertrude Schroeder, Indigenous Recruiter for SLC and Kelly Terwilligar, the new Executive Assistant for the Vice-President of Student Success.</p>	
<p>Review IEC Minutes of November 8, 2023</p>	
<p>The minutes of the November 8, 2023, IEC Meeting were reviewed. Shelley reported back on a couple of items from the minutes.</p> <ul style="list-style-type: none"> • Shelley advised the group that a list of scholarships and bursaries for Indigenous students was shared with the package sent in advance of the meeting. • Shelley shared that Ross looked into smudging in residence and has been informed that the reason we are unable to smudge in residence rooms is because the detectors are smoke sensitive. Campus Living Centres, who manage the residence buildings, are looking this further. Grant shared that work on a protocol for the college is being worked on to allow for flexibility on smudging throughout the organization from a lens of respect and wellness. <p>It was moved that the minutes be accepted as presented.</p> <ul style="list-style-type: none"> • MOVED: Shirley Chaisson • SECONDED: Holly Brant 	
<p>Indigenous Services Update</p>	
<p>Mary Ann reported on Kingston services:</p> <ul style="list-style-type: none"> • They have given out 34 bursaries, all have been received by the students with gratitude expressed. • Loretta DeSousa has been on a contract running crafting sessions which are finishing up this week. • There is a group meeting with Les Casson to follow up on a survey with Indigenous students about feeling accepted, present, welcomed. and with some questions regarding academics. Most respondents agreed to meeting in person to expand on the information provided in the survey responses. These meetings are scheduled for Kingston campus tomorrow March 27th and for Brockville and Cornwall on Thursday, March 28th. • There is a core group of students who regularly come to the centre and ways to attract more students are being explored. • A significant amount of work has been done in partnership faculty over the academic year. Mary Ann has spent over 100 hours in various classes bringing IWKB into various courses. <p>Shirley reported on Cornwall and Brockville services:</p> <ul style="list-style-type: none"> • Shirley expressed challenges getting students into the centre which are 	

DISCUSSION	ACTION
<p>compounded by splitting work and time between Brockville and Cornwall and she felt Brockville could see successful growth for the centre with a FT presence. She noted that crafting sessions held have been very successful.</p> <ul style="list-style-type: none"> The new space in Cornwall is underway with an expected timeline of September to be in the space. The Downie-Wenjack Legacy space will have the table arriving this week and artwork is underway. The hope is to have an official opening of the new spaces this fall aligning with the week of Truth and Reconciliation. 	
ACTIONABLE ITEMS	
Community - parameters of sponsorship	
<p>Amanda spoke about community work with various people. Shannon provided context to new members of IEC about the purpose of these community connections between the college and various Indigenous groups and communities.</p> <p>This is an opportunity for CET to agree and commit to what this sponsorship is like. Whether it is a language program or something else, there is a contribution to these local communities. This work is in addition to just increasing the visibility of the college.</p> <p>Glenn asked about the sustainability of the sponsorship and whether it would be better to sponsor the same things each year or to regularly change where the sponsorship ends. Shannon proposed that it could be both one portion used for cyclical items that are the same and another portion new initiatives each year.</p> <p>Shannon suggested several areas that could be considered for such a sponsorship including language, culture, education, and business. Holly added there is work currently taking place in Tyendinaga for an immersion school, and that there are Indigenous clinics in Kingston and Tyendinaga all of which would be a welcomed area for sponsorship.</p>	<p>CET to consider what these sponsorships look like and report back to Shelley who will bring this information to the Indigenous Services team at a biweekly circle.</p>
Welcome Event for Indigenous Students – update	
<p>Mary Ann provided insight into the importance of such an event not just for the students but also to help build strong relationships and provide comfort for the parents of these students. Shannon advised that this relationship building is important for both parents and the communities and shows that we are here to accept and help care for the students, which will also help retention efforts.</p> <p>Suggested ideas for inclusion in the welcome event were presented including crafts, food, college tours, and highlights of available student services. It would be nice to also have a social component to provide an opportunity for students and staff of Indigenous services connect and provide information on relevant</p>	

DISCUSSION	ACTION
<p>policies such as smudging.</p> <p>Shelley spoke about the whole picture of student experience starting with the welcome event, including the Kairos blanket experience, and asked whether there has been any exploring of mentoring programs. Mary Ann responded that historically past events were paired with First Gen events due to the heavy overlap of the areas. There have been mentorship programs with students, and they seem to go well but it has not been maintained and there have been challenges getting students to commit to these types of initiatives.</p> <p>April spoke to the idea of having senior Indigenous students already at campus taking an active role in meetings and events to help welcome new students. This can lead to increased support as some students feel more comfortable approaching and speaking with fellow students than college faculty or staff.</p>	
IEC Work Plan Discussion	
<p>Each Member of CET presented an update on their respective areas of the work plan.</p> <p>Grant McMichael</p> <ul style="list-style-type: none"> Grant shared that all items on the workplan related to staffing are ongoing. Significant work has been done on workforce planning including staffing targets, self-identification, recruitment and hiring processes and career development strategies for Indigenous employees. Mary asked about the process for confirming when someone identifies as being Indigenous. Grant spoke to the intricacies involved including specific legislation. He confirmed that once an individual is offered a position, they are required to provide proof of their education and experience. He added he will be reaching out to and work with Indigenous staff on what would be considered as acceptable for this requirement. Ongoing work is being done to ensure all candidates align with the college's values, including IWKB, and that they have awareness in that area. Job descriptions are being reviewed to look at an equivalent amount of experience in lieu of formal education requirements. This experience would include specific areas relevant to Indigenous practices such as storytelling. <p>Shelley Aylesworth-Spink</p> <ul style="list-style-type: none"> Shelley shared about work done with Kathy's team that allows identification of Indigenous learners, including progression and retention through a dashboard. The data is helpful in providing proper context to the issues that affect Indigenous student retention and success. As there is a small number of Indigenous learners overall and they are spread through various programs this dashboard gives a 	

wholesome look at the available information.

- Signage regarding usage of the Tipi in Kingston has been developed and installed in response to inappropriate usage in the past. Conversations are ongoing with Brockville and Cornwall regarding ceremonial teaching spaces. As this is a large undertaking for each campus thorough work is being completed to ensure appropriate space and use is considered. Due to planning for condolence ceremony, there are now firepits in place on each campus.
- April asked about policies for cultural considerations about students and exams and whether these would apply. Maher responded the student accommodation process would cover this if all the steps were followed in an appropriate and timely manner.
- This year an additional 10 Indigenous Learning institutions will offer scholarships. Mary Ann asked about funding available for Indigenous student bursaries and reflected on the message that there seems to be both a lack of funding but that it also seems to be difficult to get Indigenous students to apply for the funds. Shelley advised that she would be happy to dig into this further because sometimes depending on the criteria it can be hard to award. Shelley also shared that as a percentage we have more Indigenous students apply for bursaries than we have available.

Kathy O'Brien

- Kathy spoke about both the Indigenous ceremony for convocation and the stoles that have been ordered. The blanket ceremony will take place prior to convocation, the date has not been confirmed.
- Shannon inquired about additional information on scholarships and what they look like. Glenn advised that work has been done for various \$500 entrance scholarships and he shared a list of schools that we were able to connect with for these. Shannon further asked about "full scholarships" and Glenn clarified this is not something SLC has historically done and that there are specific requirements for these. Kathy said she would look into the idea of a full scholarship in more detail.
- Kathy commended Gertrude on the progress in the area of recruitment, who recently joined the college. She has already done great work on collaborating with Indigenous Services and community outreach to various groups. A high-level strategy framework has been outlined and current data is being leveraged to engage Indigenous applicants.

Kathy will explore the parameters of a full scholarship and report back to IEC on findings.

Maher Ghalayini

- Maher spoke about the certificate program and shared many options that are being explored including the use of VR and immersive learning experiences.
- Work on an outdoor classroom is moving along, more work for Kingston campus will be done following the sustainable landscaping plan which is to be completed this year. In Brockville and Cornwall there will also

Maher to provide reports and presentation to IEC.

be a landscaping plan as well as a biodiversity assessment.

- Maher has connected Mary Ann with faculty from Georgian College to leverage their built BR tool they are using to support learners in both the ECE and Police Foundations programs. These tool can be used to help learned understand the language and environment of Indigenous peoples in their communities.

Erin Farrell

- Erin shared with the group that her area is currently working on a sector wide initiative for sustainable procurement policies which incorporates IWKB within the framework.
- The new wayfinding project is scheduled to be implemented over the next 6 weeks with communications coming from Glenn to the college community. The Indigenous elements of the signage are in the final stage of concept approval and will be moving into drawing production.
- The college is currently working on a landscape management plan which will encompass both sustainability initiatives and IWKB. The estimated timeline for this work to be implemented is unknown due to funding constraints.
- Erin asked for feedback on if there was anything extra required for the computers in the Indigenous centers and shared that the ones in Kingston are currently the list to for renewal/replacement this year. Shirey responded she felt what has already been supplied in Cornwall and Brockville was quite sufficient. Mary Ann that Kingston previously had four, but this decreased to two and John from IT had been in to look at them.

Update on Elder Parking Spots

- Facilities received the request for the Elder Parking spots. Details regarding location and signage are being discussed with Belonging, People, and Culture. Signage and painting of the spots is planned to be actioned this spring.

Research Consultant Contact

- Shannon advised that Robyn Saaltink from research came to one of the IWKB biweekly talking circle and discussed the need for a policy around Indigenous research. There was a situation where a faculty member had begun doing Indigenous research and did not follow the required headwork and heart work to work with the respective Indigenous communities. The faculty ended up not completing the research once she was provided more information and education on Indigenous protocols related to research. This situation is what led to discussions surrounding the need for a policy.
- Members of CET were asked about the possibility of hiring an Indigenous research consultant to both navigate this work and ensure workload is not increased for Indigenous services staff. Maher offered to take this work on as John Conrad, Director Innovation and Business

Maher will work with John Conrad to explore the hiring of an Indigenous research

DISCUSSION	ACTION
<p>Engagement, is in his division and he can work with him closely on this.</p>	<p>consultant. Maher will also speak with Robin regarding work on an Indigenous research policy.</p>
NEW BUSINESS	
Roundtable	
<p>New date for condolence ceremony.</p> <ul style="list-style-type: none"> Glenn requested IEC to propose dates, and CET would confirm their availability. Glenn emphasized the importance of his attendance, as it is crucial for the entire CET team to be present. Shannon expressed appreciation for SLC's commitment to having the community present and stated she would consult with the community group to determine their preferences. Shelley's office, Kristen, and Shannon will coordinate further. <p>Amanda expressed the importance of fostering a visit between SLC and her community. Maher was very happy to hear about arranging a visit, emphasizing the importance of these connections. Amanda also added that it can be difficult to figure out who to contact at the college, especially as there have been many staff changes with both groups and a visit could help clarify this information.</p> <p>Shelley spoke about the Kairos blanket exercise with staff and management and proposed moving the priority to faculty and academic leaders. She shared concern regarding the impact running the sessions can have on the facilitators and stated there must be a strategic plan to ensure their wellbeing.</p> <p>Glenn reflected on the progress of IEC while acknowledging there is still much work to be done. He shared that Land Acknowledgements are now also done at our private partner Alpha and the requirements for Indigenous representation on the Board of Governors has been implemented.</p> <p>Kayleigh encouraged SLC to highlight that the college's legacy spaces are part of the Legacy School Program with the Dowie Wenjack Foundation and there are resources available for all faculty including toolkits which are updated each year. She shared that she would love to see some SLC representation at the upcoming DWF Live with the Honourable Murray Sinclair on April 25th. The event will be on YouTube and questions can be submitted in advance to Jamie by email.</p>	<p>IEC will present some options for dates to CET to reschedule the condolence ceremony.</p>
Next Meeting Date	
<p>The next meeting date TBD on Kingston campus.</p>	

DISCUSSION	ACTION
<p>Adjournment</p> <p>The meeting adjourned at 2:00 PM.</p>	<p>Kelly will send meeting minutes to IEC onccompleted.</p>