*Innovation & Leadership (IN) credit for STARS reporting.*

*One point credit ( out of 4) : Institution has one or more new, extraordinary, unique, groundbreaking, or uncommon outcomes, policies, or practices that address sustainability challenges and are not covered by an existing credit or exemplary practice option.*

*Innovative practices, policies, programs, or outcomes that are ongoing or occurred within the three years prior to the anticipated date of submission.*

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

DRAFT description:

Title: Leadership in Sustainable Practices: Indigenous Education Protocol

On December 7th, 2015, Fleming College signed the Colleges and Institutes Canada’s (CICan) Indigenous Education Protocol (IEP). Signing of the IEP symbolized Fleming College’s commitment to fortifying relationships with Indigenous communities while embedding intellectual and cultural traditions, as understood by Indigenous peoples, into our curriculum, activities and organizational planning.

The Aboriginal Education Council (AEC)at Fleming College developed an IEP multi-year work plan (2015- 2018 )and framework which has enriched our campus through leadership and innovative actions under 5 main themes: Recruitment, Training and Awareness, including cultural supports and space, Indigenization of Curriculum, Partnership and Collaboration, Tracking and Accountability.

Indigenous(FNMI) Academic and Support Services details the themes and linkages of the Indigenous Education Protocol to the Fleming College Strategic Plan (item 2.5) , Academic Plan (pg 4, 7,10,11,12) as well as the Truth and Reconciliation Commission of Canada: Call to Action categories of Language and Culture, Health, Education, Justice, Professional Development, Museums and Archives, Sports and Reconciliation.

IEP Signatory institutions agree to:

1. Commit to making Indigenous education a priority.
2. Ensure governance structures recognize and respect Indigenous peoples.
3. Implement intellectual and cultural traditions of Indigenous peoples through curriculum and learning approaches relevant to learners and communities.
4. Support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples.
5. Commit to increasing the number of Indigenous employees with ongoing appointments throughout the institution, including Indigenous senior administrators.
6. Establish Indigenous-centred holistic services and learning environments for learner success.
7. Build relationships and be accountable to Indigenous communities in support of self-determination through education, training and applied research.

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Attached documents: FNMI Academic and Support Services themes and linkages

Website: <https://department.flemingcollege.ca/aec/indigenous-education-protocol/>

**2. Honouring the Rights of Indigenous Peoples, the first *stand-alone* Indigenous rights policy within any Canadian post-secondary institution that we are aware of.**

Per its Strategic Plan 2019-2024, Fleming College has made a public commitment to, “strengthen our relationship with Indigenous Peoples by helping to create opportunities in post-secondary education, and actively participating in the process of reconciliation by ensuring all students and staff gain a deeper understanding and appreciation of Indigenous Peoples, their ways of knowing and histories.”

Fleming College is also a signatory to the CICAN Indigenous Education Protocol for Colleges and Institutes and its seven (7) commitments.

To fulfill these obligations and better position the College for future growth, a policy titled ‘Honouring the Rights of Indigenous Peoples’ was developed and approved by the College Board of Governors of June 26, 2019.

**COLLEGE POLICY**

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| --- |
| **Policy Title: Honouring the Rights of Indigenous Peoples** |
| **Policy ID:** | #1-110 |
| **Manual Classification:**  | Section |
| **Approved by Board of Governors:** | *Original*: June 26, 2019  |
| **Revision Date(s):** |  |
| **Effective Date:** | June 26, 2019  |
| **Next Policy Review Date:**  | June 26, 2024 |
| **Administrative Contact for Policy Interpretation:** | VP Student Experience and, VP Organizational Effectiveness & Human Resources |
| **Linked to an Operating Procedure:** | 🗹 \*\*Yes □ No\*\*Operating procedure(s) under development |

**Policy Statement**

Fleming College respectfully acknowledges that it is situated on the traditional lands of the Michi Saagig peoples and within the lands covered by the Williams Treaty. Please note that this policy has been created from an Anishinaabe perspective and does not reflect all Indigenous ways of knowing.

Fleming College believes in and promotes the rights of all First Nations (status and non-status), Inuit and Métis peoples, as protected in the *Canadian Charter of Rights and Freedoms*, *The Constitution Act*, the *Ontario Human Rights Code*, and the *United Nations Declaration on the Rights of Indigenous Peoples*, and its related recommendations. The College recognizes the unique histories and experiences of Indigenous peoples in Canada, and the ongoing impacts of colonization. The College is committed to building an inclusive and respectful, learning and working environment.

**Purpose**

This policy is intended to meet the requirements of the *Truth and Reconciliation Commission* (TRC), as well as the *CICAN Indigenous Education Protocol*. The College affirms its commitment to equity and inclusion in employment, education, accommodation or business dealings for all persons, including Indigenous peoples.

**Scope**

It is the responsibility of all members of the College Community to uphold the principles of this policy.

**Definitions/Acronyms**

**College Community**: Any person who studies, teaches, conducts research at or works at or under the auspices of the College, or student governments and includes, without limitation, employees or contractors; appointees (including volunteer board members); students, visiting scholars and any other person while they are acting on behalf of or at the request of the College.

**TRC**: Truth and Reconciliation Commission

**UNDRIP**: United Nations Declaration on the Rights of Indigenous Peoples

**Indigenous**: The First Nations (status and non-status), Inuit and Métis peoples of Canada, each themselves comprised of many unique languages, cultural practices, beliefs and histories.

**IEP**: Indigenous Education Protocol, Colleges and Institutes Canada (CICAN)

**Inherent Rights**: Those rights protected under Section 35 of the Constitution Act (1982), including but not limited to the right to land and the right to enforcement of treaties.

**Reasonable**: Refers to those accommodations which do not impose undue hardship on the College which may include but are not limited to significant alteration to the fundamental nature of the learning outcomes and/or the academic standards of a program or course; significant alteration to a work process that would disadvantage other employees; substantial economic hardship to a College program or department that would affect its economic viability; significant adverse impact on learning opportunities for other students; the health and safety of other students or employees and/or safety hazards to other persons, land and beings of the natural world, or property ; or significant disruption of College operations. What is reasonable must be determined objectively on a case-by-case basis, based on all the circumstances of the case. Where there is more than one reasonable approach to accommodation, the College reserves the right to choose the approach that is best suited to its operational and academic requirements. In cases involving Indigenous issues and or employees/students, what is reasonable must be determined in consultation with an ad hoc committee with the majority made up of Indigenous people.

**General Principles**

**1. We are committed to promoting the following principles:**

* 1. establishing a framework to facilitate the effective exercise of the rights of Indigenous peoples;
	2. establishing an Indigenous Rights Working Group (IRWG) and supporting the group fully in their mission, as is determined by the Terms of Reference the IRWG agrees upon. The College will support and ensure consultation with the IRWG in Strategic Planning and Senior Management discussions whenever possible;
	3. supporting the College Community in the process of Truth and Reconciliation via education, training and acknowledgment, and the formation of a Truth and Reconciliation Committee;
	4. serving Indigenous learners and communities including but not limited to the consultation and consideration of Indigenous learners and communities needs during institutional planning and decision-making;
	5. making every reasonable effort to ensure Indigenous peoples, languages, and ways of knowing are represented in all College operations and spaces;

* 1. integrating Indigenous cultural teachings into the training and education of all members of the College Community;
	2. supporting the efforts of Indigenous peoples to reclaim, revitalize, maintain and strengthen Indigenous languages;
	3. increasing the representation of Indigenous employees with ongoing appointments throughout the College Community, including in the Senior Administration.

**Related Documents**

• Operating procedure(s) under development

**Review / Revision Log**

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| --- | --- |
| **Summary of Changes** | **Date**  |
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**3. Access to Indigenous Healthcare Program**

In 2018, Fleming Indigenous Student Services began the Access to Indigenous Healthcare program.

Any student at Fleming College can book 1:1 appointments with traditional Anishinaabe mshkiki nini, Joseph Pitawanakwat to access advising on traditional Indigenous plant-based medicine. We also have a medicine room “the Naadaamaagaawin Room” (the art of helping) where medicines can be found and utilized by students who access Indigneous Student Services on campus.

**4. Indigenous Rights Declaration, Convocation**

Every year at convocation, a representative from Indigenous Student Services will stand before graduates to acknowledge that Fleming College is situated on Michi Saagiig lands and the traditional territory covered by the Williams Treaty and Treaty Number 20, and thank the Michi Saagiig peoples for allowing us to work in their territory. But the last two year’s ceremonies, many in the sea of graduates adorned their gown with a medicine wheel pin to acknowledge the rights of Indigenous peoples.

At the Frost Campus and Sutherland Campus convocation ceremonies, Indigenous Student Services staff and volunteers congratulated graduates before the ceremony and gave them the opportunity to sign a declaration. The declaration states, “By signing above, I am making a declaration to move forward in my professional and personal life as a person who acknowledges the rights of Indigenous peoples and will advocate for further respect towards First Nation, Métis and Inuit peoples within the territory that I choose to call home.”

Each student who signed the declaration was given a medicine wheel pin to proudly display on their convocation gown. According to Indigenous Student Services, \_\_\_\_\_graduates signed the declaration over the past 2 years.

“As a college, we are collectively striving towards creating a campus culture of one that respects and honours the First Peoples of this land. This initiative, this opportunity for making a public declaration, brings us one step closer to seeing this vision come to fruition,” said Kylie Fox, Assistant Manager of Indigenous Student Services, who said Fleming College has done a lot of great work in the past few years to ensure Indigenous students and staff feel welcome and safe on campus, and is working towards a place where Indigenous peoples will begin to see themselves represented in all areas of campus life.

 “Standing in the audience this year, visibly seeing our allies in the room, it was overwhelming and extremely powerful. You could see how proud students were to show their support,” said Kylie. “Knowing that almost 1, 000 Fleming graduates are moving into the workforce with this intention of honouring the rights of Indigenous peoples, I think that gives us a lot of hope for our future and it also says a lot about the type of citizens we are fostering here at Fleming. So, miigwech, thank you to all of you who supported this initiative and to those of you who signed the declaration. Niwii Kaanaaganaa, with all of my relations.”

Indigenous Student Services Coordinator Ashley Safar said the declaration will be offered annually at Fleming convocation. “This is an idea we’ve discussed for a while because we wanted to increase awareness,” she said. “And the Indigenous Perspectives Designation option has gained more momentum and more schools are incorporating it into their curriculum. There’s some growth in the college and we wanted to represent that.”