



KINÀMÀGAWIN

{ LEARNING TOGETHER }

CARLETON UNIVERSITY STRATEGIC INDIGENOUS INITIATIVES COMMITTEE

PROGRESS REPORT • APRIL 2022



{ FIRST WORDS }

NITAM IKIDOWIN`N

When we think of the medicine wheel, adulthood is the time to share knowledge we have learned. Our hard work has brought us to this point. This year has given us challenges, has tested our patience. It may have caused us some tears, some fears, some self-doubt, however, it has not won. We started this work together and we will finish this work together. Our teachings give us the ability to keep moving forward.

At the end of every darkness, there is light, and we together are building a future of hope. We have heard the songs of our ancestors from the birds in the trees singing the songs that tell us we are not alone. That we will end this year on a positive note. 🙏

Barbara Dumont-Hill

Kitigan Zibi Anishinabeg

{ GIVING GRATITUDE }

MÌGWECHIWENINDAMOWIN

The co-chairs of the Carleton University Strategic Indigenous Initiatives Committee (CUSIIC) would like to extend a great deal of thanks to members of CUSIIC, the Indigenous Education Council and the Algonquin and Inuit Advisory Councils. These committees consist of exceptional individuals deeply committed to supporting Indigenous students and integrating Indigenous knowledge and teaching and learning practices. We are immensely grateful for your guidance and support in this important work. 🙏

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MÀMAWO KINÀMÀGAWIN

LEARNING TOGETHER: A GOOD WAY FORWARD



In May 2020, Carleton launched its revitalized Indigenous initiatives strategy, Kinàmàgawin, marking the culmination of an 18-month broad and consultative process. We are pleased to offer this progress report to the Carleton community as a way to communicate and showcase the collective work that has been undertaken to address the 41 Calls to Action outlined in Kinàmàgawin.

In March 2020, the COVID-19 pandemic immediately and significantly impacted the health and wellbeing of people around the world. Post-secondary education institutions quickly transitioned to remote course delivery and the way in which students, staff and faculty participated in education, learning and personal growth was considerably changed.

Classrooms no longer served as the venue for gathering and exchanging ideas, and for many learners, studying and writing became the primary activities at home. The pandemic caused many to live in fear of the very two elements that have historically sustained Indigenous Peoples during challenging times – community and connection.

Over the last two years, the disparities experienced by Indigenous Peoples in relation to financial stability, access to resources, and connection to culture have only been amplified. Beyond having to access post-secondary learning differently, Indigenous students have had to navigate significant loss in their families and communities, often while feeling lonely and disconnected. For students who began their studies at Carleton virtually, it was more challenging than ever before to feel part of the campus community and to find a sense of belonging.

The past two years have been a time for learning and re-learning how to meaningfully connect with each other. Staff and faculty have demonstrated innovation in the ways in which they have nurtured relationships, supported personal and academic growth and motivated students from afar. Conversely,

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The past two years have been a time for learning and re-learning how to meaningfully connect with each other.

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students have adapted and found new ways to connect with their cultures and communities—all while feeling anxious about what might come next.

Today, as we begin to look forward to returning to campus, we are acutely aware of what we have learned since the Kinàmàgawin strategy was first released: the importance of fostering an on-campus environment where the foundational principles of belonging—and that of connection to Indigenous knowledge

traditions—are prioritized. In many ways, we have been reminded that only by teaching, learning and working together will we find a way forward where everyone is valued for the unique gifts that they bring: this is the essence of kinàmàgawin.

This report represents a significant amount of collective work that has been undertaken by our colleagues across the university to address the calls to action outlined in the Kinàmàgawin strategy, all with the overarching goal of making Carleton a safe and welcoming space for Indigenous students, staff and faculty. These actions have been complemented by a \$2.5 million donation from the Joyce Family Foundation—matched by an additional \$2.5 million from the university—which has allowed us to mobilize many of our intentions. We wish to thank all members of the Carleton community for their work in this important area and to reinforce our commitment to continuing to make progress on the work that remains to be done. 

Benny Michaud, Director, Centre for Indigenous Support and Community Engagement

Kahente Horn-Miller, Assistant Vice-President, Indigenous Teaching, Learning and Research

Jerry Tomberlin, Provost and Vice-President (Academic)

Benoit-Antoine Bacon, President and Vice-Chancellor

KED IJI IJICHIGENÀNIWANG KIKINÀMÀGENÀNIWANG

THE KINÀMÀGAWIN STRATEGY



Following the release of the Truth and Reconciliation Commission's final report in 2015, post-secondary education institutions across Canada have committed to furthering reconciliation by renewing efforts to support Indigenous learners and bring Indigenous knowledge into classrooms.

Carleton actively joined this collective movement in 2018 by establishing the Carleton University Strategic Indigenous Initiatives Committee (CUSIIC) to revitalize Carleton's Indigenous strategy and re-energize relationships with Indigenous communities in Algonquin territory and across the country. Kinàmàgawin is the product of the 18-month collaborative process undertaken by CUSIIC.

Co-chaired by Benny Michaud (Director, Centre for Indigenous Support and Community Engagement), Kahente Horn-Miller (Assistant Vice-President, Indigenous Research, Teaching and Learning) and Jerry Tomberlin, Provost and Vice-President (Academic), this broad and inclusive committee included First Nations, Métis and Inuit members from local communities, as well as Carleton faculty, professional services staff and students.

Acknowledging and confronting difficult truths were foundational practices to the committee's work, which provided a way of moving forward with institutional humility.

Throughout the 2018-19 year, more than 600 Indigenous and non-Indigenous people from within the university and the broader Indigenous community in and out of Ottawa participated in more than 40 consultations. This process yielded

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Indigenous knowledge should not just be treated as a topic but as an important element of experience and foundation for meaningful living and learning in all disciplines.

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extensive qualitative data, which formed the basis of the final strategy.

The report is interspersed with poignant sentiments gathered during the consultation phase, including: “Indigenous knowledge should not just be treated as a topic but as an important element of experience and foundation for meaningful living and learning in all disciplines.” Although the quotes are not attributed, they represent the significant conversations that took place during these engagement sessions.

Kinàmàgawin outlines 41 Calls to Action, which are a collective call for the university to take all necessary steps to

make the Carleton campus a safer and more welcoming space for current and future Indigenous students and Indigenous faculty members.

Importantly, the title Kinàmàgawin, which translates to “learning together,” is a powerful statement that reflects both the work that the university has undertaken to learn difficult truths, and in continuing to fully implement the 41 Calls to Action.

Spanning seven themes—Community Engagement; Indigenous Student Support; Student Experience; Ways of Teaching and Learning; Culture, Systems and Structure; Research and Innovation; and Metrics—the Calls to Action detail specific requests for implementation. They conclude with a call for each Faculty and support unit on campus to develop their own strategies in support of Kinàmàgawin to further our collective journey. 

NIDESININDJITÀGEMIN WÀ AYIJÌYÀNG
OFFERING OUR INTENTIONS





{ STUDENTS AND ENROLMENT }

Since Kinàmàgawin was published in 2020, the Students and Enrolment division has worked towards implementing several key calls to action related to convocation, housing and residence life, and undergraduate recruitment and admissions.

The Convocation Working Group has collaborated to learn about and adhere to cultural protocols and has created ways in which to include Indigenous traditions into Convocation ceremonies.

In collaboration with the Centre for Indigenous Support and Community Engagement, we have hired an Indigenous Recruitment Officer who will lead the development of an Indigenous recruitment strategy and be critical in the development of recruitment resources. We have also worked closely with partners on campus on Indigenous undergraduate recruitment strategies.

In terms of housing and residence life, we have worked collaboratively to provide an emergency residence space for Indigenous students who are facing housing insecurity and to designate a new space to be converted into a smudge-friendly medicine room for Indigenous students living in residence.

We look forward to continuing our work to further the university's progress on the Calls to Action to help make Carleton a more welcoming for all students.

Suzanne Blanchard

Vice-President (Students and Enrolment)



{ FINANCE AND ADMINISTRATION }

Since the Kinàmàgawin report was published, Carleton's Finance and Administration division has been working to incorporate Indigenous initiatives into our work, particularly as it relates to physical spaces on campus and safety services.

We are working with the Centre for Indigenous Support and Community Engagement on several aspects of the Outdoor Space Master Plan, which includes the redevelopment of the outdoor amphitheatre space near Paterson Hall into an Indigenous-focused teaching and learning space. Together, we are identifying places on campus that can become "smudge-friendly" locations with appropriate signage. Renovations are also planned for Paterson Hall—the future location of Indigenous-focused offices on campus. The future Sustainability and Research Centre, Wellness Hub and Bronson Avenue entrance have been planned in collaboration and in consultation with the Centre for Indigenous Support and Community Engagement.

Campus Safety Services has hired an Engagement and Inclusion Officer, who supports the building of mutual respect and trust between Carleton community members and safety officers. In addition, we have established the Community Engagement Table, in partnership with the Centre for Indigenous Support and Community Engagement and the Department of Equity and Inclusive Communities, to enhance safety for people who experience marginalization on campus.

We look forward to continuing to build on this momentum as we work together to address the calls to action outlined in Kinàmàgawin.

Lorraine Dyke

Vice-President (Finance and Administration)



{ RESEARCH AND INTERNATIONAL }

The Office of the Vice-President (Research and International) has been working collaboratively with the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) to develop the supports and structures required to establish the Indigenous Research Ethics Board. This board, comprised of Indigenous Faculty based on their specific areas of expertise, will play a critical role in ensuring that ethical research practices and cultural protocols are followed, understood, and valued by faculty, students, and staff. In addition, the Carleton University Research Ethics Boards will continue to include Indigenous representation to serve as a liaison between the two boards.

We look forward to the formal establishment of the Indigenous Research Ethics Board and to our continued collaborations with the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) and with the Anako Indigenous Research Institute.

Rafik Goubran

Vice-President (Research and International)



{ FACULTY OF GRADUATE AND POSTDOCTORAL AFFAIRS }

The Faculty of Graduate and Postdoctoral Affairs (FGPA) is currently re-focussing efforts to emphasize and elevate graduate student experience and we look forward to working with the offices supporting Indigenous initiatives as we move forward with these efforts. While there are several ongoing initiatives at the graduate level to improve funding opportunities for Indigenous graduate students, there is a broader approach toward enhancing inclusiveness in recruitment and efforts toward enhanced student experience for underrepresented members of the graduate population. These efforts include the revision of supervision policies to allow non-traditional Knowledge Keepers to contribute to supporting the acquisition of a wealth of knowledge from unconventional sources for our graduate students. Additional efforts around redefining the dissertation are underway. We are also working with relevant internal partners to ensure effective information sharing with Indigenous students.

Collaborating with Indigenous partners on campus, we are looking into ways of enhancing Indigenous graduate student recruitment and considering the unique circumstances of students, including those associated with learning across the lifespan and mature learners. In the long term, there are plans to provide community member-led webinars on how to effectively engage with Indigenous communities in research. The intent is to offer this training to graduate students and faculty members who express an interest in initiating research with Indigenous communities. We will continue to collaborate with Indigenous colleagues and other internal and external partners toward promoting inclusive graduate education at Carleton.

Patrice Smith

Dean, Faculty of Graduate and Postdoctoral Affairs



{ FACULTY OF ARTS AND SOCIAL SCIENCES }

As a long-standing member of the School for Indigenous and Canadian Studies, implementation of the Kinàmàgawin Calls to Action has been a personal priority. Since the report was released, the Faculty of Arts and Social Sciences (FASS) has added new Indigenous scholars in Sociology-Anthropology, Psychology, and Indigenous Studies. I am particularly pleased to have welcomed a new Indigenous scholar appointed to the Department of Psychology as a Canada Research Chair in Children and Youth Mental Health and Well-being. Plans are well underway to introduce a Major program that will expand our curricular offerings and create a full Bachelor of Arts in Indigenous Studies. Summer 2022 will see our Faculty offer Carleton's first land-based learning course in collaboration with Kitigan Zibi. Several departments within FASS have formed committees tasked with overseeing unit-level goals to implement several of the Calls to Action. In terms of professional staff, FASS has been very fortunate to hire an Indigenous Cultural Coordinator for the Carleton University Art Gallery and an Indigenous Initiatives Administrator to coordinate reconciliation activities across the Faculty. Our implementation progress has strong momentum and I look forward to responding to other Calls to Action in the year ahead.

Pauline Rankin

Dean, Faculty of Arts and Social Sciences



{ FACULTY OF ENGINEERING AND DESIGN }

For the Faculty of Engineering and Design (FED), Kinàmàgawin has been the bridge that ensures we are walking the path of reconciliation. Since the strategy was released in May 2020, as Dean I have focused FED's intentions on implementing the Calls to Action as they relate to the student experience, ways of teaching and learning, and research and innovation.

FED's Virtual Ventures summer camps and programs offer an INSTEAM Outreach program for Indigenous youth – first-hand experiences on the land incorporating Indigenous Ways of Knowing with Western science, technology, engineering and math (STEM) knowledge. Inside the classroom, our students are learning how to collaborate with Indigenous Peoples and new resourcing has been dedicated to creating pathways in STEM, led by an Indigenous faculty member.

An example: In June 2021, FED published a story about students and researchers from the Azrieli School of Architecture and Urbanism and Carleton's Immersive Media Studio who worked together with the Muskowekwan First Nation and other partners to give the Muskowekwan Residential School new life. Together, designs and modellings were created to reclaim the building into a place that reflects Indigenous values and culture.

A new teaching space is being built for students to learn in a non-hierarchical spatial setting that facilitates a collaborative and shared environment. This work is being done in consultation with an Indigenous sub-consultant.

As Dean, I sit on advisory and hiring committees where my position is a vehicle to advocate for the advancement of new research positions for Indigenous research, knowledge translation, and community-building, specifically in the area of conservation, sustainability, climate change, and adaptation – a research strength for FED.

Over the coming years, this work will continue to be guided by myself and the rest of FED's leadership team in close collaboration and consultation with our newly established equity, diversity, and inclusion working group, the Centre for Indigenous Support and Community Engagement, and others.

Larry Kostiuik

Dean, Faculty of Engineering and Design



{ FACULTY OF PUBLIC AFFAIRS }

Carleton University's Faculty of Public Affairs (FPA) continues to work towards fulfilling the Kinàmàgawin Calls to Action to address the systemic racism that has harmed—and continues to disenfranchise—Indigenous Peoples in Canada.

In particular, Kinàmàgawin calls for the development of appropriate measures to ensure that every student graduating from Carleton University achieves basic learning outcomes with regards to Indigenous history and culture. After assisting the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) in the development of Carleton University's Collaborative Indigenous Learning Bundles, FPA faculty members have begun integrating these learnings into their courses.

FPA has sought to support the increasing desire for Indigenous perspectives in higher education with plans to hire an Indigenous faculty member. In addition, we will be joined this summer by a new Associate Dean of Equity and Inclusive Communities who will be tasked with the implementation of Kinàmàgawin Indigenous initiatives.

Looking to the future, our School of Social Work will be hiring an Indigenous program co-ordinator to work with two local Indigenous communities to design relevant social work curricula that can be offered in partnership with those communities.

We are also planning a special recognition of Orange Shirt Day on Sept. 30, 2022. Social Work PhD student Deborah Young has collected 215 baby moccasin vamps to commemorate the discovery of 215 graves of children who died at the Kamloops Residential School in British Columbia. She has worked with a local artist to incorporate the vamps into an art display that will be unveiled on Orange Shirt Day this year.

Brenda O'Neill

Dean, Faculty of Public Affairs



{ FACULTY OF SCIENCE }

In collaboration with the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning), we have prepared two collaborative learning bundles that are targeted for science students. In our recent strategic planning exercise and in response to Call to Action 21, we have identified a goal that by 2025, every science student will engage with at least one Collaborative Indigenous Learning Bundle within their program. Ideas for implementing this goal include working with existing bundles in our revamped First Year Science Seminar and funding the development of new bundles. We are planning to financially support two more bundles this year.

Call to Action 22 seeks ways to develop courses and programs for specific Indigenous communities that can be accessed by students who wish to remain in their communities. We are investigating how we can leverage everything we have learned from our pivot to online/remote science education during the pandemic that could help us answer this call to action.

Earth Sciences in particular is interested (but there are opportunities in other units) in Call to Action 16 regarding including the expertise of Indigenous Knowledge Keepers in their research and teaching. Science is allotting budget for the compensation of these experts. We are currently doing an audit to confirm how many courses and research projects in our Faculty are currently engaged with (or are working on engaging with) Knowledge Keepers.

Our March Chairs and Directors meeting has been set aside for a planning session relating to Indigenous initiatives in the Faculty of Science. Among others, we will be discussing Calls to Action 19 (land-based learning opportunities) and 20 (pathways for Indigenous students in STEM).

In 2021, we created an Indigenous-specific tenure track position to support the integration of Indigenous knowledge systems into our faculty. We are currently working with a recruitment firm to fill this position.

Maria DeRosa

Dean, Faculty of Science



{ SPROTT SCHOOL OF BUSINESS }

The Spratt School of Business is committed to and made it a priority in their strategic plan (Vision 2025) to engage with Indigenous communities and to support Carleton's Kinàmàgawin Indigenous Reconciliation Strategy.

Spratt has created alternative pathways into the business school that will enable us to accept promising Indigenous students who may be weak on the more technical side of our requirements (i.e., math) and then provide additional course support to strengthen their skills and capabilities.

We recently announced the new Humphrey Laws Bursary, an endowment that provides two awards of \$5,000 each to first year Indigenous students enrolled in the Spratt School of Business and renewed and extended the TE Wealth Scholarship to provide three awards of \$1,000 per year for Indigenous students for the next 5 years. In partnership with EcoCanada, the Innovation Hub and Future Edge, Spratt has developed and launched a four-week Indigenous entrepreneurship leadership program designed for Indigenous entrepreneurs, professionals, students, and community members.

We are working with Indigenext and the Innovation Hub to raise funds to support an Indigenous incubator with programming for Indigenous students and community entrepreneurs and supported by an Indigenous Entrepreneur-in-Residence.

Spratt developed a cross-Faculty partnership (Spratt, TIM, Neuroscience, Environmental Sciences, Journalism/Communications and Biology) that brings together Indigenous youth in three communities across Canada and students across those Faculties to co-deliver an Indigenous community/youth-led and co-generated/co-created digital, multimedia storytelling projects. We supported six students through the Mitacs BSI initiative to work with the Arctic Youth Network to build organizational resources and networks.

Finally, the Spratt School of Business is working to facilitate national and international Indigenous-led research initiatives through our MOU with Indigenous Works and as founding signatory to their Luminary Initiative. We have signed MOUs with the University of Melbourne's Dilin Duwa Centre for Indigenous Business Leadership and Massey University's Te Au

Rangahau Maori Business Research Centre to collaborate on research, teaching, pedagogy and curriculum design and were recently awarded a Spencer Foundation Grant for a collaborative research project - Decolonizing Education: Challenging Racist and Colonial Practices in Post Secondary Graduate Business Programs.

Most recently, Samuel Ojo Olorunjoba, Institute of African Studies and Rick Colbourne were awarded a Mastercard Foundation Grant to develop a five-year research proposal - African Indigenous Youth: Sustainable careers, employment, and self-employment (entrepreneurship). All of this is in addition to SSHRC grants that feature community-based participatory action research initiatives co-generated / co-created and led by Indigenous communities and/or organizations to promote community socioeconomic health and well-being, sovereignty, self-determination and self-governance.

All of this work has been achieved by one Indigenous faculty member and is not sustainable over the long term without hiring additional Indigenous business faculty. In addition, the lack of Indigenous faculty at Spratt also results in a lack of Indigenous graduate and post-graduate students which could participate as research assistants in our community engagement and research initiatives. Additional Indigenous faculty would add new breadth and depth of Indigenous knowledge and knowing crucial for recruiting and growing the number of Indigenous students in the Spratt School of Business and to building out a wider range of Indigenous-led and mutually beneficial research initiatives that will contribute to socioeconomic health and well-being of Indigenous communities.

Dana Brown
Dean, Spratt School of Business



{ MACODRUM LIBRARY }

A priority of Carleton's MacOdrum Library is the hiring of an Indigenous services librarian. This librarian will lead key initiatives, such as the assessment and enhancement of the various collections of Indigenous literature, stories, language resources and visual arts, as well as the development and implementation of an Indigenous Student Internship Program. They will also contribute significantly to our exploration of opportunities that arise from integrating descriptive systems based on Indigenous knowledge organization into our cataloguing and metadata practices.

I believe that the creation of this new role positions the Carleton University Library as an active contributor to Carleton's commitment to Indigenous communities. Collectively, we are committed to growing and strengthening our capacity to support Indigenous learners and researchers and to ensuring that students graduating from Carleton University have an understanding of Indigenous Peoples, histories and world views.

We wish to make substantive process on this initial step forward; however, our progress has been slower than desired. Because of operational issues that have arisen from the pandemic, our focus has shifted temporarily from this work. In addition, past employment practices and policies have slowed the hiring process and thus our ability to acquire this much-needed Indigenous leadership in the Library.

As much as we wish to move ahead swiftly, we also understand that we need to proceed carefully and respectfully. We recognize that we will need to grow both the knowledge and understanding of our current leadership team as well as our capacity to build good relationships with both Indigenous and non-Indigenous groups outside the Carleton community. For example, we will need to work with Indigenous and non-Indigenous librarians who have needed expertise in descriptive systems.

As the University Librarian, I am aware that our team has a singular opportunity to effect real change in our institutional culture and how we are in relationship with Indigenous Peoples. This new role is only our first step towards achieving much needed transformation in library-based practices.

Amber Lannon
University Librarian, MacOdrum Library



{ CARLETON UNIVERSITY ART GALLERY }

Following the release of Kinàmàgawin in 2020, the Carleton University Art Gallery (CUAG) has carried out significant activities that respond directly to its calls to action.

In early 2022, CUAG hired Dani Printup (Algonquin / Onondaga) for the new continuing position of Indigenous Cultural Engagement Coordinator. We are so excited to work with Dani, who will focus on learning, outreach and relationship building activities grounded in the work of First Nations, Inuit and Métis artists.

CUAG provides emerging Indigenous cultural workers with professional development opportunities. In late 2021, we presented Nuvisi: Threading Our Beads at Qatiktalik, an exhibition curated by Krista Ulujuk Zawadski, a Carleton PhD candidate.

First Nations, Inuit and Métis artists are featured prominently and consistently in CUAG's exhibition, publication, educational and public programs. This has continued throughout the pandemic, both virtually and in person. The artists featured include Barry Ace, Elwood Jimmy, Caroline Monnet, Rosalie Favell, Katherine Takpannie, Craig Commanda, Dana Claxton and Taqralik Partridge.

In 2021, CUAG released Christi Belcourt, the first book on the internationally renowned Métis artist and activist. CUAG led the production of the bilingual (English and Anishinaabemowin) book, co-published with Thunder Bay Art Gallery and MacKenzie Art Gallery.

During the pandemic, CUAG shifted in-person pedagogical initiatives to virtual spaces. Dani Printup leads sessions about Indigenous contemporary art for Carleton classes across disciplines, grounded in Indigenous ways of knowing, seeing and being.

Other digital innovations include "To Be Continued: A Stonecroft Symposium Podcast," a 13-episode project produced by Cara Tierney and Anna Shah Hoque and featuring such artists as Howard Adler, Benny Michaud and Larissa Desrosiers.

In summer 2021, Dani Printup designed and delivered the Future Rivers Arts Incubator, an online series of five workshops linking Indigenous youth to renowned Indigenous arts professionals, providing entry points and pathways to future careers in the arts.

Sandra Dyck
Director, Carleton University Art Gallery



{ STUDENT BODY }

In 2017, I moved to Ottawa from my community of Garden River First Nation in Northern Ontario to attend Carleton and immediately fell in love with the university experience. In my first year, I was shy and stuck to my peers in residence or in my program, but was too nervous to participate in the Indigenous student services and programming offered at the Ojigkwanong Centre on campus. In my second year, I knew that I wanted to get more involved in Indigenous events and I started working at the Ojigkwanong Centre in a student position. By spending time in this supportive environment, I began to come out of my shell and meet other Indigenous students. I learned a lot about other communities and nations and broadened my worldview, which will always stay with me.

I met wonderful students of all ages. Some had families and some had found their family at the school. Beyond the lifelong connections I made, I have also experienced positive student supports even during a global pandemic. One of the best things that came from the Indigenous student supports offered by the Centre for Indigenous Support and Community Engagement was the opportunity to begin therapy with an Indigenous counsellor. Gaining supports designed by and for Indigenous individuals is integral to our success in school, comfort on campus, and overall wellbeing. I will always be grateful for this experience. Access to culturally relevant supports should be the standard as it has become at Carleton.

Shaylin Allison

Fourth year student, Humanities and Art History Major

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Access to culturally relevant supports should be the standard as it has become at Carleton.

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NIDAWEHIGEMIN KAYE NIGANAWENDÀNÀNÀN ISHKODE
CLEARING A PATH AND KEEPING THE FIRE





{ ENGAGING COMMUNITIES }

1 We call for the development of an Indigenous Community Engagement Policy that would guide staff, faculty and students in the areas of recruitment, research and partnerships with Indigenous communities.

- In 2020, the position of Algonquin Community Liaison Officer was established within the Centre for Indigenous Support and Community Engagement. This position is unique within Ontario and will support current and future relationships between Carleton and the Algonquin Anishinaabeg.
- In 2021, the Centre for Indigenous Support and Community Engagement partnered with the newly established Centre for Community Engagement to discuss the development of Carleton's Strategic Plan for Community Engagement, and the parallel creation of an Indigenous Community Engagement Policy. In early 2022, an Indigenous-led committee was established to begin this work with the intention of finalizing a collaboratively developed policy in 2023.
- In 2022, the Centre for Indigenous Initiatives was renamed the Centre for Indigenous Support and Community Engagement. This change articulates the critical role that community engagement has in relation to providing culturally responsive supports to Indigenous students, staff and faculty.
- To strengthen engagement within certain Indigenous communities, the Centre for Indigenous Support and Community Engagement established two additional advisory bodies. The Algonquin Advisory Council and the Inuit Advisory Council are comprised of community partners who provide direction on various Indigenous-specific initiatives. These tables work closely with the Indigenous Education Council that continues to provide critical guidance.
- Towards enhancing engagement with Indigenous peoples, various tables have been established within Faculties and departments, such as the Equity, Diversity and Inclusion Council in the Faculty of Engineering and Design.



2

We call for resources to continue fostering mutually respectful relationships with local school boards for the purpose of supporting the transition of Indigenous students from secondary school into postsecondary.

- Ensuring a healthy transition from high school to post-secondary education is part of Carleton’s commitment to Indigenous communities. This can only be achieved through meaningful partnerships with local school boards. To this end, the Centre for Indigenous Support and Community Engagement maintains and nurtures relationships with the Ottawa-Carleton District School Board and the Ottawa Catholic School Board. The Algonquin Community Liaison Officer currently participates in monthly meetings of the Original Voices Youth Council, which is comprised of secondary school students from across the Ottawa-Carleton District School Board.
- Eight to 10 Indigenous Carleton students are employed each year through the High School Student Mentorship Program. These students mentor secondary school students and provide a direct connection to someone currently enrolled in an undergraduate program at Carleton. By offering guidance and sharing their experiences at Carleton, these students provide a safe and supportive environment where high school students can learn about pathways to post-secondary education. Carleton students provide mentorship at the Urban Aboriginal High School Program, Gloucester High School and Queen Elizabeth Elementary School.
- The Centre for Indigenous Support and Community Engagement launched the Indigenous Peer Mentorship Program in the fall of 2021. The program matches students in their first year at Carleton with upper year students to help connect them with appropriate supports. The program emphasizes ongoing skills development, open communication and a strong connection with Indigenous student supports.
- The Sprott School of Business has partnered with the Ottawa-Carleton District School Board to host Indigenous high school students from across the region. The intention is to diminish barriers for Indigenous students by promoting programs and scholarship opportunities.

3

We call for the development of a digital Indigenous hub where information on all Indigenous services, events and programs on campus can be easily accessed.

- In December 2021, a new website was established at carleton.ca/indigenous to house the websites for both the Centre for Indigenous Support and Community Engagements and the Office of the Assistant Vice-President (Indigenous Teaching, Learning and Research). The new landing page establishes a digital relationship between resources to promote ethical research with Indigenous peoples and services to support the wellbeing of Indigenous students, staff and faculty on campus.

4

We call for the development of communication resources to establish clear and consistent language for the university when writing about Indigenous peoples.

- During the Kinàmàgawin consultations, participants indicated the need for a communications resource that would support the use of respectful and consistent language when writing or speaking about Indigenous peoples. The Department of University Communications has since committed to the development of a resource that would reflect the diversity of Indigenous Peoples and support respectful communication as it pertains to Indigenous content. In January 2022, Indigenous media training was provided to the staff in the Department of University Communications and communications professionals across the university. This was the first training session in a series of professional development opportunities that are intended to support learning around Indigenous storytelling traditions and Indigenous philosophies related to caring for stories.



{ SUPPORTING INDIGENOUS STUDENTS }

5

We call for targeted fundraising towards the creation of additional Indigenous focused space on campus, and towards the consolidation of Indigenous services for students, staff and faculty.

- In 2020, Housing and Residence Life Services designated a new space to be converted into a medicine room for Indigenous students living in residence. This will be a place where students can smudge and access medicines at any time throughout the day or night. The medicine room will be available to students in September 2022.
- The university is planning a major capital investment for the new Sustainability Research Centre for the Faculty of Engineering and Design. During engagement sessions in 2021, it was determined that a space in this new building would be dedicated to showcase Indigenous engineering and design philosophies.
- The new Nicol Building and Innovation Hub were conceived to support experiential learning-based pedagogies. They feature rooms with non-hierarchical seating and facilitate collaboration and sharing. In addition, the lobby of the Nicol Building now features artwork in multiple locations to acknowledge Indigenous Peoples.

6

We call for the identification of a designated space for all Indigenous programs and services within the university, including, but not limited to, the Centre for Indigenous Initiatives, the Indigenous Enriched Support Program, the School of Indigenous and Canadian Studies, and the Indigenous Research Institute.

- Discussions are underway to designate Paterson Hall as the new home of the Centre for Indigenous Support and Community Engagement, the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning), the Ānako Indigenous Research Institute and the School of Indigenous and Canadian Studies. Currently scheduled for significant renovations in the summer of 2023, the building will be retrofitted and renovated to reflect the distinctive work that these offices advance. This building will serve as a hub for Indigenous students, and will nurture the interconnected nature of each of these offices. It will also feature a dedicated Indigenous teaching space. Paterson Hall was chosen in order to maintain connection with an Indigenous-focused Outdoor Learning Space slated to be constructed in 2023.

7 We call for the designation of appropriate spaces for ceremonies and cultural activities, managed by the Centre for Indigenous Initiatives, for the benefit of Indigenous students, faculty and staff.

- In 2020, Facilities Management and Planning worked with consultants and stakeholders to develop a refreshed Outdoor Space Master Plan for Carleton University. This regenerative campus design plan took great care to ensure that design elements reflected that Carleton is situated within the unceded and unsundered territory of the Algonquin Anishinaabeg.
- Through consultation and engagement sessions with Indigenous students, staff, faculty and community members, a plan was developed that identified the amphitheatre location outside of Paterson Hall as an ideal spot for redevelopment into an Indigenous outdoor learning space. Based on feedback provided by Indigenous teaching staff, learners and community members, it was decided that the current space will be transformed into a gathering space that includes an arbor, medicine garden, teaching lodge, and sacred fire. This space will be managed by the Centre for Indigenous Support and Community Engagement and will serve students by allowing them to participate in ceremony during their time on campus. The teaching lodge will be accessible year round and will support the wellbeing of both students, staff and faculty by providing a space to connect to Spirit.
- In 2020, it was decided that land (which Carleton purchased in the 1950s) could serve to support incorporating Indigenous pedagogies into learning. The purchased land is approximately 300 acres and is located outside of what is now Manotick. Given the relatively close proximity to campus, it will serve as an excellent location for land-based learning initiatives and can support the building of seasonal sweat lodges. In 2022, an Indigenous Land Use Study will be completed to determine next steps.

8 We call for the collaborative development of a Circle of Care Protocol for Indigenous students in crisis by the Centre for Indigenous Initiatives, Health and Counseling Services, and the Office of Student Affairs.

- The COVID-19 pandemic impacted the offices identified in this call to action significantly over the course of the last two years. Not only was there a staggering increase in the number of students requiring support, the capacity of these offices was fluid as staff were impacted personally by the virus. Given this reality, there was an awareness that communication between these teams is critical to meet the mental health, medical and overall support needs of students. Accordingly, these offices have strengthened their relationships with one another and are currently engaged in process mapping. The various existing pathways to care are being examined to identify how to ensure more comprehensive support for Indigenous students who have complex needs.
- In 2020, the Centre for Indigenous Support and Community Engagement hired an Indigenous Cultural Counselor, who has provided critical feedback towards the enhancement of Carleton's Student Mental Health Framework in relation to culturally responsive supports.

9 We call for appropriate resources to be developed to support the needs of Indigenous students with young families.

- In September 2021, Carleton announced the establishment of a \$2.5 million endowment supported by the Joyce Family Foundation. The university then announced it would match these funds with an additional \$2.5 million. Part of these funds will be available in September 2022 and will be used to create a bursary program for Indigenous students who have young children.
- The Centre for Indigenous Support and Community Engagement is developing a resource for faculty and staff that outlines best practices in supporting Indigenous students with dependents.



{ IMPROVING INDIGENOUS EXPERIENCES AT CARLETON }

10 We call for the development of an Indigenous Recruitment Strategy to include admission policies that ensure seats for First Nation, Métis and Inuit students into competitive programs; including specific seats for Algonquin students from the communities of Kitigan Zibi Anishinabeg and Algonquins of Pikwakanagan First Nation.

- In 2022, the Undergraduate Recruitment Office created and filled the position of Indigenous Recruitment Officer. This position will lead the development of an Indigenous recruitment strategy and be critical in the development of recruitment resources.
- The Undergraduate Recruitment Office and the Faculty of Graduate and Postdoctoral Affairs are working jointly with the Centre for Indigenous Support and Community Engagement and the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) to attract Indigenous students to undergraduate and graduate programs.
- The Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) is undertaking an assessment of competitive programs at Carleton, which will underpin future conversations in relation to reserved seats.

11 We call for the development of a Sustainability Strategy for the Indigenous Enriched Support Program in order to increase human resource and admissions capacity and to ensure regular program review.

- In July 2021, the Indigenous Enriched Support Program was transitioned from the Centre for Initiatives in Education to the Centre for Indigenous Support and Community Engagement to provide students with direct access to culturally responsive supports and services.
- In addition to an organizational structure change, the Indigenous Enriched Support Program underwent a program review and restructuring, which resulted in the development of two new support workshops.
- Carleton created and filled an Indigenous Enriched Support Program Specialist and Counselor position, an Indigenous-specific position that requires accreditation by the Canadian Counseling and Psychotherapy Association.
- The Office of Admissions has revised notices of acceptance to ensure that all Indigenous applicants are aware of the Indigenous Enriched Support Program as an alternative pathway program if entrance to an undergraduate degree program is unsuccessful.
- All application fees for the Indigenous Enriched Support Program have been discontinued to reduce barriers to entry.

12

We call for space and funding to hold at least one large university-wide Indigenous event per year in order to facilitate relationship building, learning and appreciation of Indigenous cultures and ways of knowing across the university.

- In 2021, the Office of the Provost and Vice-President (Academic) provided \$25,000 in funding to ensure the continuation of the Kinàmàgawin Symposium. This annual event is intended to support the learning needs of students, staff, faculty at Carleton and is open to external community members.
- Hosted by the Centre for Indigenous Support and Community Engagement, the Kinàmàgawin Symposium is planned collaboratively with students who choose the annual theme. Since 2019, the symposium has provided a platform for dialogue on issues such as the appropriation of Indigenous identities by non-Indigenous people, the forced relocation of Inuit in the arctic and Indigenous approaches to wellness.

13

We call for specifically reserved housing for first-year undergraduate Indigenous students with priority given to those students coming from remote locations.

- The Office of Housing and Residence Life Services has committed to reserving 10 rooms for first-year Indigenous students who are coming from remote locations. This is in addition to guaranteed housing for students who are entering their first year of studies at Carleton directly from high school.
- Each September, the Office of Housing and Residence Life Services will designate two rooms for students who are in need of housing and are admitted to the Indigenous Enriched Support Program.
- Indigenous students who are facing housing insecurity and are in need of short-term shelter can access an emergency residence space.

14

We call for the establishment of a Carleton University Safety Relations Table in collaboration with the Centre for Indigenous Initiatives, Carleton Safety Services and the Department of Equity and Inclusive Communities.

- In January 2020, Campus Safety Services created and filled the position of Engagement and Inclusion Officer, a unique position that serves to support the building of mutual respect and trust between Carleton community members and safety officers. Since 2020, the Engagement and Inclusion Officer has participated in numerous Indigenous-led trainings to help raise awareness among fellow officers of the lived experiences of Indigenous students, staff and faculty.
- Campus Safety Services has established the Community Engagement Table in partnership with the Centre for Indigenous Support and Community Engagement and the Department of Equity and Inclusive Communities. The work of this committee will be guided by a commitment to understanding the impacts of settler-colonialism on Indigenous Peoples, as well as equity, diversity, inclusion, transparency and humility. A primary function of this table will be to enhance safety for people who experience marginalization on campus.



{ INDIGENOUS WAYS OF TEACHING AND LEARNING }

15

We call for a best practices review of co-teaching models with the goal of allowing for the inclusion of Indigenous doctoral students, Knowledge Keepers, language experts and those with lived experience in the teaching process.

- The knowledge of Indigenous Elders, fluent speakers of Indigenous languages, and those community members with particular lived experiences are increasingly being valued within academic institutions. At Carleton, these individuals are often invited into classrooms to share important insights and perspectives that non-Indigenous faculty cannot provide.
- The Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) is in the initial stages of reviewing best practices for co-teaching models. This review will provide direction for academic departments

looking to partner with Indigenous community members who would bring immense knowledge into classrooms. In order to ensure Knowledge Keepers, Indigenous language experts, and other co-teaching partners are compensated appropriately, job descriptions will need to reflect and recognize Indigenous knowledge traditions as equivalent to western knowledge traditions. Funding will also need to be made available through departmental budgets for the inclusion of such co-teaching models.

16

We call for appropriate funding in each Faculty for the express purpose of compensating Indigenous Knowledge Keepers and community members who are providing expertise.

- In September 2021, Carleton committed \$2.5 million for the express purpose of incorporating Indigenous knowledge traditions into curricula and supporting Indigenous students. A portion of these funds will be made available to compensate Knowledge Keepers, Indigenous language experts, and community members who have provided expertise in the form of classroom presentations, program development, or resource development. While honoraria are one method of compensation, many community members provide

ongoing support for various programs and learning initiatives. In these instances, it is critical that appropriate funding be allocated within departments for short-term positions that identify expectations. This is to ensure that community members are not over-burdened and under-compensated.

17

We call for more teaching spaces with moveable furniture, available to be booked by faculty, staff and students, in order to better support various Indigenous teaching and learning models.

- Discussions are underway to designate Paterson Hall as the future home of the Centre for Indigenous Support and Community Engagement, and the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning). As part of the renovations, a unique teaching space will be created to provide students, staff and faculty with the opportunity to learn and teach in a culturally-specific setting.
- Carleton continues to enhance efforts to support Indigenous models of teaching and learning through efforts in space organization. This can be seen in the Nicol Building and the Innovation Hub, both of which were conceived of to support experiential learning-based pedagogies. Both spaces feature non-hierarchical rooms to facilitate collaboration, resource sharing and innovative teaching methods.
- Flexible room booking arrangements have been considered to allow Indigenous faculty the opportunity to teach in spaces conducive to Indigenous teaching and learning models.

18

We call for Indigenous language courses, with an emphasis on the Algonquin language and on Indigenous languages that are considered endangered; as well as for the removal of barriers to having community language experts teach these courses.

- For several years, the School of Linguistics and Applied Language Studies (SLaLS) has offered an Anishnaabemowin course for during the summer term. This introductory course includes reserved seats for Indigenous community members as well as Carleton students. In partnership with the School of Indigenous and Canadian Studies, SLaLS is working towards offering an Algonquin language course during the Fall and Winter term beginning in September 2023. Virtual options are being explored for Indigenous language instruction to allow speakers to remain in their home communities.

19

We call for opportunities for Indigenous students to participate in land-based learning.

- The School of Indigenous and Canadian Studies is offering an Indigenous Land-Based Learning course entitled “Land as Relation,” which will provide students with the opportunity to learn about the Anishinaabe worldview and the critical element of interconnectivity.
- In 2022, the Centre for Indigenous Support and Community Engagement launched the Land-Based Wellness Program for Indigenous students. Indigenous therapists facilitate land-based learning retreats focused on Indigenous approaches to wellness. This program complements existing culturally responsive wellness supports.
- In 2021, the Centre for Indigenous Support and Community Engagement partnered with Nunavut Arctic College to begin developing the Nunavut Arctic College Exchange Program. This exchange will bring Arctic College students in their final year to Carleton to learn about programs and services. Each academic year, four to six Inuit students at Carleton will have the opportunity to participate in an on-the-land intensive course in Nunavut.
- Carleton currently owns approximately 300 acres of land near Manotick, Ont. It has recently been identified as the potential site of a future lodge that could support the wellness needs of Indigenous students, staff and faculty. An Indigenous Land Use Study is scheduled to be completed in 2023.

20

We call for the creation of specifically designed pathways for Indigenous students in science, technology, engineering, architecture, mathematics and linguistics.

- As Indigenous knowledge systems are integrated into the disciplines of science, technology, engineering, the arts and mathematics (STEAM) and linguistics, there is an increasing desire for appropriate resources. To this end, learning modules focused on Indigenous science have been created through the Collaborative Indigenous Learning Bundle initiative. These bundles are intended to support the learning of students and faculty, while also serving as the foundation through which a cultural shift can occur within these disciplines.
- The Faculty of Engineering and Design offers nationally recognized technology and engineering programs for youth through the not-for-profit organization Virtual Ventures. Programs are designed to support the learning needs of students from kindergarten to grade 12 and seeks to instill interest in science, technology, engineering and mathematics (STEM) at a young age. Each year, Indigenous facilitators are hired to integrate Indigenous scientific traditions into the curricula.
- The Garay Family Award for Indigenous Students in Science is intended to reduce the financial burden of post-secondary education. Awarded to an outstanding Indigenous student who demonstrates financial need, this award can be continued for three subsequent years of full-time enrollment.
- The Faculty of Engineering and Design offers nationally recognized technology and engineering programs for youth through the not-for-profit organization Virtual

21

We call for the development of appropriate measures to ensure that every student graduating from Carleton University achieves basic learning outcomes with regards to Indigenous history and culture.

- The Collaborative Indigenous Learning Bundles were developed to integrate Indigenous knowledge into various areas of study. Each bundle includes a lesson from an Indigenous expert, followed by an audio or video interview with an Indigenous knowledge keeper. The bundles are both a resource for instructors and a learning tool for students. They provide the theoretical basis for understanding Indigenous history and politics in Canada. There are currently 18 bundles available through Teaching and Learning Services with varying topics, including but not limited to: Decolonization is for Everyone, Indigenous-Canada Relations, and Engaging with Indigenous Communities, Indigenous Law and Conceptions of Human Rights.
- The Kinàmàgawin Indigenous Learning Certificate is an interactive workshop series offered through the Centre for Indigenous Support and Community Engagement. Launched in September 2021, this certificate is open to students, staff and faculty, and covers topics such as Anti-Indigenous Racism in Canada; Institutional Anti-Indigenous Racism and Education; Indigenous Student Experiences; and Practicing Allyship and Righting Relations.
- In 2023, the School of Indigenous and Canadian Studies will launch four new courses, including Anishinaabe Studies, Haudenosaunee Studies, Michif Studies and Inuit Studies.

22

We call for the development of courses and programs for specific Indigenous communities that can be accessed by students who wish to remain in their communities.

- Due to the ongoing COVID-19 pandemic, universities have been able to offer distance learning in ways that had not been previously explored. As a result, many courses are now accessible to students in remote communities that otherwise would not have been. This has led to a re-imagining of what is possible in relation to virtual learning.
- The School of Social Work is partnering with the communities of Kitigan Zibi and Akwesasne to begin offering programming in each community. This will allow students who have families or who play important roles within their communities to obtain a social work degree without leaving their support systems.



{ MAKING ROOM IN THE CULTURE, SYSTEMS AND STRUCTURE OF ACADEMIA }

23 We call for the rapid implementation of the structural changes necessary for the consolidation of all Indigenous initiatives through the establishment of a separate office for the Centre for Indigenous Initiatives, and through the creation of the appropriate senior administrative positions: for example, a Director for the Centre of Indigenous Initiatives and an Assistant Vice-President of Indigenous Initiatives.

- In July 2020 the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) and the Centre for Indigenous Support and Community Engagement were established to support Indigenous students and further the integration of Indigenous knowledge into curricula.
- The position of Assistant Vice-President of Indigenous Research, Teaching and Learning was created to support the implementation of the Kinàmàgawin Strategy and Indigenous knowledge integration.
- The position of Director, Centre for Indigenous Support and Community Engagement was created to lead the centre's team and operations.
- In 2022, a new temporary space was designated in the Carleton Technology and Training Centre to house both offices until the future renovation of Paterson Hall is completed.



24 We call for further enhancing the visibility of Indigenous peoples, cultures and ways of knowing on campus: for example, the inclusion of Indigenous members of the Carleton community in art purchases, building renovations, the naming of buildings, building construction and landscaping.

- In 2021, Carleton launched the New Names for New Times Initiative with the intention of renaming certain buildings on campus to better reflect the diversity of the campus community. In unison with this initiative, the Algonquin and Inuit Advisory Councils were established to provide guidance in renaming the University Centre and Robertson Hall buildings. Through engagement with Elders and community members, the buildings are scheduled to be renamed in 2023.
- As the university continues to develop and redefine spaces on campus, the Indigenous community has been engaged in numerous processes relating to the Outdoor Space Master Plan. One aspect of this plan is the redevelopment of the outdoor amphitheatre space near Paterson Hall into an Indigenous-focused teaching and learning space. This will include a location for sacred fires, gathering space, medicine gardens and a teaching lodge that will be managed by the Centre for Indigenous Support and Community Engagement.
- The eventual renovation of Paterson Hall will include comprehensive engagement with Indigenous students, staff and faculty as it will be the future location of Indigenous-focused offices on campus.
- Facilities Management and Planning is working with the Centre for Indigenous Support and Community Engagement on ongoing development projects, such as the Sustainability and Research Centre, the Wellness Hub and the Bronson entrance renovations.
- The new Nicol Building prominently features works by First Nations, Métis and Inuit artists from across Canada, among others who were chosen to ensure that all our spaces are inclusive, welcoming and open to all.

25 We call for professional development and educational opportunities for faculty, staff and administration towards obtaining core competencies in Indigenous and Canadian histories and experiences.

- In addition to the Kinàmàgawin Indigenous Learning Certificate, the Centre for Indigenous Support and Community Engagement provides Indigenous Awareness Training through the Student Support Certificate offered by the Office of the Vice-President (Students and Enrolment).
- In 2021, Carleton created and filled the position of Indigenous Curricula Specialist, which works closely with the Equity, Diversity and Inclusion Learning Specialist in the Department of Equity and Inclusive Communities to create resources, provide weekly office hours for instructors, review curricula and offer student and faculty mediation.
- A Racism and Mental Health Speaker Series has been offered since 2021 by the Department of Equity and Inclusive Communities, the Office of Quality Initiatives, and the Centre for Indigenous Support and Community Engagement. This series has featured speakers who examine the impact of experiencing racism and maintaining wellbeing.
- In collaboration with the Office of the Provost and Vice-President (Academic) and the Centre for Indigenous Support and Community Engagement, the Department of University Communications has developed communication plans for Indigenous days of significance throughout the calendar year. These plans promote and communicate contextual information to support these public acknowledgements.

26

We call for close collaboration between the university and the Indigenous Education Council (IEC) towards better defining the relationship and mutual responsibilities pertaining to decision-making on Indigenous matters within the university.

- Since the original Kinàmàgawin strategy was released, the Indigenous Education Council has undergone significant restructuring. The membership has been reviewed and the Terms of Reference are currently being updated and will be adopted in 2023.
- To strengthen the impact of postsecondary Indigenous Education Councils in Ottawa, a coalition Indigenous Education Council has been formed by councils at the University of Ottawa, Carleton University and Algonquin College. This is to ensure community guidance and direction are coordinated and provide a city-wide perspective on various initiatives, programs and policies.

27

We call for Indigenous representation, with full voting rights, on both the Board of Governors and the Senate.

- The Board of Governors has had Indigenous representation for several years and is aiming to appoint a new Indigenous Board member in the summer of 2023. The Senate Academic Governance Committee is undertaking a review of Indigenous representation within the overall context of Senate membership. This will occur with the express intention of increasing Indigenous involvement in Senate business.

28

We call for the revision of the Traditional Medicine Use Policy based on the Ontario Human Rights Code for the purpose of supporting Indigenous students, staff and faculty.

- The Traditional Medicine Use Policy is currently under revision to ensure that it aligns with the Ontario Human Rights Code.
- In partnership with Facilities Management and Planning and the Office of Risk Management, the Centre for Indigenous Support and Community Engagement is working to identify units in buildings on campus that can become “smudge friendly” places. This would allow Indigenous students, staff and faculty to use medicines when necessary and without the need to provide advance notice. Universal signage is being developed to acknowledge these spaces.

29

We call on the Convocation Working Group to ensure that appropriate Indigenous cultural protocols are included in convocation ceremonies.

- In 2022, the Centre for Indigenous Support and Community Engagement was gifted a ceremonial eagle staff to be present at, and carried by, Indigenous students at convocation ceremonies. The staff was feasted and will be cared for according to specific protocols that will ensure it can support students well into the future.
- An Indigenous attire policy has been developed to support Indigenous students who wish to wear traditional Indigenous attire to Convocation ceremonies in lieu of the formal black gown.

- The Academic and Cultural Program Officer is a member of the Convocation Working Group and provides guidance on the incorporation of Indigenous traditions into the Convocation ceremony. In addition, they support the Working Group in learning about and adhering to cultural protocols in relation to honorary degree recipients, engaging Indigenous Elders and working with community members.
- For several years, Carleton has hosted a First Nations big drum group as part of all Convocation ceremonies. This group is present to sing honour songs for all students who have recently completed their post-secondary degree. Each ceremony also begins with opening remarks from an Algonquin Elder as part of acknowledging Algonquin territory.

30

We call on Carleton University to incorporate environmental sustainability as a fundamental institutional value to guide its current operations and future development.

- In 2020, Carleton released *Strive for Sustainability: A Comprehensive Sustainability Plan*. This five-year plan acknowledges the responsibility that Carleton has as Canada’s second most environmentally sustainable university as ranked by the UI Green Metric Sustainability Ranking.
- Carleton is currently investing in a new Sustainability and Research Centre that will house the Faculty of Engineering and Design. This facility will feature innovative technology that will support sustainability research and instill a sense of collective responsibility for the environment among future students.
- To demonstrate Carleton’s commitment to sustainability, the university recently became a signatory to the Principles for Responsible Investment. Carleton has also updated its responsible investment policies for the endowment and non-endowed operating funds and committed to not hold any direct fossil fuel investments for these two funds.



33

We call for the continuous increase of the number of Indigenous employees at Carleton, supported by the development of Indigenous hiring policies for Indigenous specific faculty and staff positions.

- Towards the development of an Indigenous Hiring Policy for Indigenous-specific faculty positions, Carleton has established an external advisory table of Indigenous legal experts. These experts are working with university leadership to plan a series of consultations with Indigenous students, staff and faculty in April 2022. The Indigenous Education Council has created a working draft policy that will be used to inform these conversations and may serve as the basis for the final hiring policy.
- The Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) and the Centre for Indigenous Support and Community Engagement have worked with hiring committees to provide best practices in interviewing for Indigenous-specific positions.
- Carleton has committed to hiring five Indigenous faculty members by 2023 in addition to 10 Indigenous-specific faculty positions created in 2020.
- The Centre for Indigenous Support and Community Engagement has hired two additional Indigenous-specific positions and currently employs 15 Indigenous students.

34

We call for the enhancement of MacOdrum Library’s collection of Indigenous literature, stories, language resources and visual arts, following a review of the current Indigenous collection.

- Carleton has committed to the creation of a new Indigenous-specific librarian position that would support research and cataloguing.
- The library is currently working towards enhancing its collection of Indigenous literature, stories, language resources and visual arts, having recently completed a review of the current collection.
- As well as being engaged in a national conversation around decolonizing meta data, MacOdrum Library staff are in the process of adopting a descriptive system based on Indigenous knowledge organization.
- Beginning in 2023, the library will launch an Indigenous student internship program aimed at increasing interest among students in library studies.

35

We call for the creation of an Indigenous Faculty Council.

- In 2022, a Carleton University Indigenous Faculty Council was established by the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning). Congruent with Indigenous worldviews that emphasize shared responsibilities and equitable opportunities for all community members to contribute to decision-making, the Indigenous Faculty Council is inclusive of Indigenous contract instructors. The council holds regular meetings to nurture meaningful relationships within the Indigenous teaching community at Carleton, consult on relevant issues, and to establish a collective presence.

36

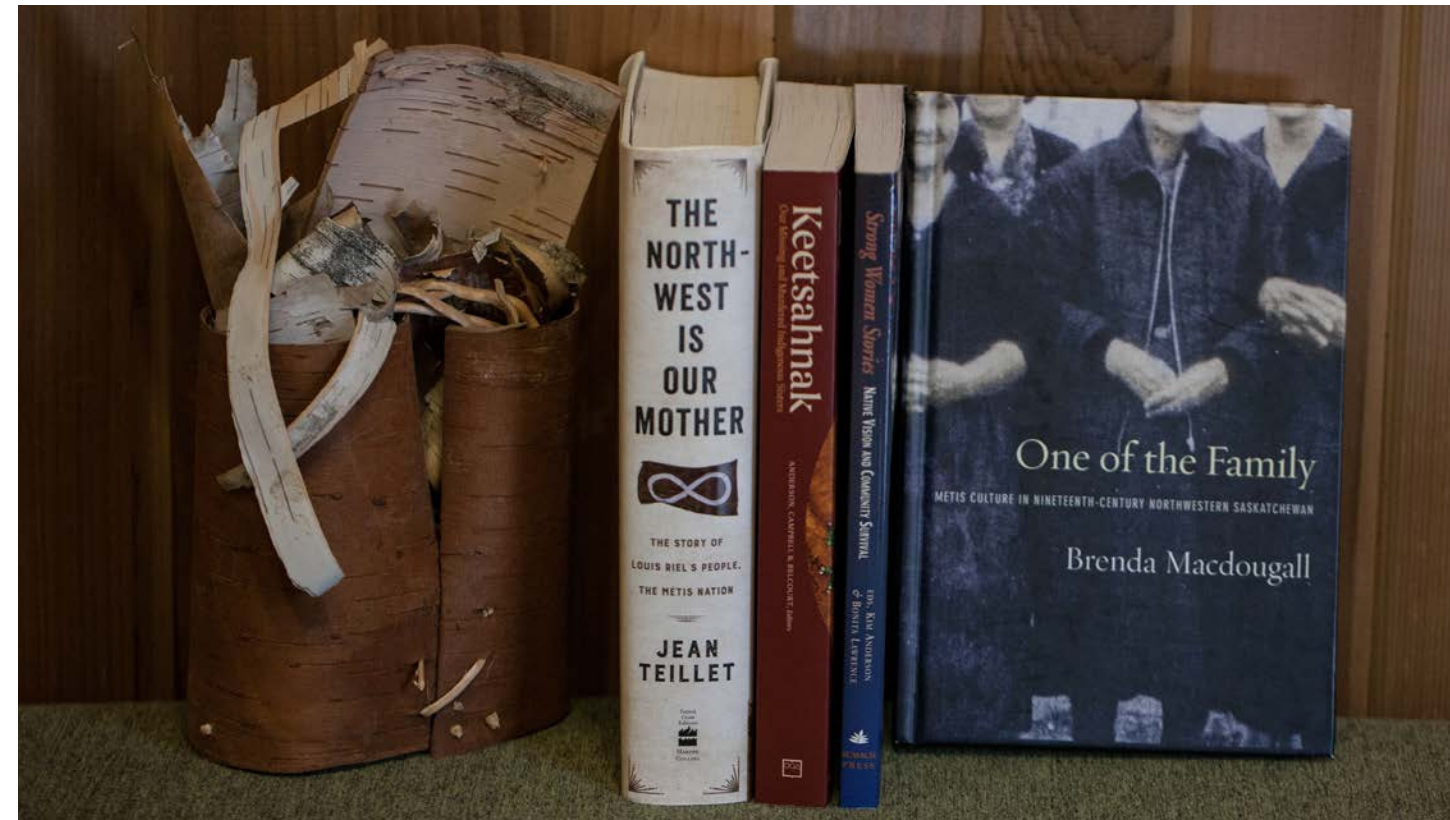
We call for the creation of additional Research Chair positions to further advance Indigenous research, knowledge translation and community-building.

- The Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) is working with the Department of University Advancement to acquire endowed funds for the purpose of creating additional Research Chair positions.

37

We call for the establishment of an Indigenous Research Ethics Board with the purpose of ensuring that research conducted by Carleton faculty, students and staff take Indigenous governance, legal and cultural protocols into account.

- In 2021, initial work began on the eventual establishment of an Indigenous Research Ethics Board, which will be comprised of various Indigenous faculty based on their specific areas of expertise. There will be Indigenous representation who will sit on the Carleton University Research Ethics Board and will serve as a liaison between these two important tables. The Indigenous Research Ethics Board will ensure that ethical research practices and cultural protocols are being adhered to by students, staff and faculty.





{ MEASURING OUR SUCCESS }

38 We call for the performance evaluation of senior administrators to explicitly take into account Carleton University's mandate around Indigenous Initiatives and reconciliation.

- As an ongoing process, every senior administrator is evaluated in relation to how well they are implementing directives from Carleton's Strategic Integrated Plan and provided guidance and feedback by senior Indigenous administrators. This plan incorporates the Calls to Action in the Kinàmàgawin strategy.

39 We call for annual reporting on the recruitment, retention and graduation of Indigenous students.

- In 2021 Carleton formed a table to develop a university-wide survey intended to gather disaggregated demographic data to better serve our campus community. This survey is in the final stages of development and will be disseminated in September 2023.
- In 2020, the Office of Institutional Research and Planning created an Indigenous student success report that is shared with the Office of the Assistant Vice-President (Indigenous Research, Teaching and Learning) and the Centre for Indigenous Support and Community Engagement.

40 We call on each Faculty and each support unit on campus to develop their own strategies to support these 41 Calls to Action.

- Since the initial release of the Kinàmàgawin strategy, Faculties and professional services departments have been making great strides in relation to fulfilling the 41 Calls to Action. Each year there will be an opportunity presented for Deans, Directors and Chairs to highlight achievements and model various paths forward.
- The Faculty of Arts and Social Sciences has established a Kinàmàgawin committee to undertake the implementation of certain calls to action.
- The Sprott School of Business has developed a Sustainability and Responsible Management Plan that includes a focus on environment, social impact and ethical management.

41 We call for a formal annual report on the progress made towards fulfilling the Carleton University Strategic Indigenous Initiatives Committee's Calls to Action.

- When Kinàmàgawin was first released in May 2020, the COVID-19 pandemic had just begun. Despite a commitment to have the first annual progress report provided in 2021, the pivot towards providing increased support services to students, staff and faculty did not allow for this. Moving forward, there will be annual reporting on each Call to Action and opportunities for further engagement in relation to Indigenous research, teaching and learning.



NÌGÀN NIDIJÌ MÀDJÌSHKÀMIN NIBWÀKÀYÀNG

MOVING FORWARD WITH HUMILITY



When the work began towards developing the Kinàmàgawin strategy in 2018, it was acknowledged that institutional humility would be critical in creating a respectful path forward. Through practicing humility, it was acknowledged early on that the work that it was necessary to frame the work that was about to be undertaken within the context of settler-colonialism. This framing recognized that existing relationships have been inextricably influenced by the use of educational institutions as a tool to eliminate Indigenous peoples by Canada. It was acknowledged that there needed to be a departure from distinctly Canadian approaches to education.


This departure from colonial pedagogies and shift in Western intellectual traditions requires courage on the part of members of the university community. It requires a shift in

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Building upon the foundation of truth ensures that Carleton will continue to move forward with humility.

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institutional culture and current leadership approaches, which will undoubtedly cause discomfort for some. The status quo has perpetuated the mission of colonizing Indigenous peoples in Canada and must be disrupted to allow for institutional growth and true conciliation. Decisions will need to be made that protect and promote Indigenous knowledge traditions and this will require a great deal of humility.

There is already momentum that has been gained through the numerous initiatives being undertaken by faculty, staff and students across campus. There are actions being taken by Faculties, professional services offices, and the greater student collective. Building upon the foundation of truth ensures that Carleton will continue to move forward with humility. And that will benefit students, staff and faculty long into the future. 



KINÁMÁ GAWIN



Carleton
University



Centre for
Indigenous Support
and Community Engagement

carleton.ca/indigenous