



▶▶ **FAST FORWARD** = completed or accelerated activity

▶ **PLAY** = in-progress/ ongoing

|| **PAUSE**

Indigenization Plan

PROGRESS REPORT 2022

Goal: Indigenizing and decolonizing the College of Arts and Science

- Opportunities for training aimed at raising awareness of and addressing racism in the workplace and the classroom ▶▶
- Work with the ASSU and the Indigenous Student Council to organize an annual anti-racism event/campaign for all students ▶
- Establish a system for reporting and responding to instances of racism in the classroom and workplace ||
- Create an Indigenous space in a central, high visibility location ▶▶
- Change college standards for tenure and promotion to recognize the significance of community engagement, community-based research, and contributions to Indigenization ▶
- Support language retention and revitalization through various initiatives throughout the College, including signage and support for developing language-focused courses ▶
- Include an Indigenous course requirement in all college programs ▶▶

Goal: Indigenous Student Success

- Increase efforts to recruit and support Indigenous students, including through the Indigenous Student Achievement Pathways (ISAP), ISAP STEM Pathways, and the 90-level courses in mathematics, chemistry, and physics, through the Trish Monture Centre ▶▶
- Honour cultural commitments and contributions in students' co-curricular records ▶

- Courses will honour Indigenous pedagogies and learning strengths in assessment and instruction to privilege competencies and skills emphasized in Indigenous life-long learning curricula alongside knowledge emphasized in Western academic outcome-based curricula; course development will take into account accessibility and attractiveness to mature and parent student cohorts; increase opportunities for land-based education. ▶

Goal: Faculty and Staff Recruitment and Success

- Indigenous Faculty Recruitment Strategy ||
- Department and college standards will be revised to recognize contribution to Indigenization, Indigenous ways of knowing, and engagement with Indigenous communities. The College will actively strive at improving recognition, tenure and promotion, and retention of Indigenous faculty; value the role of our College and departments in developing junior faculty who successfully graduate to senior positions at other institutions ▶
- In partnership with the Gabriel Dumont Institute (GDI), create and hire Research Chair in Métis Studies ▶▶
- Develop a program for appointing a community scholar(s) and elder(s)-in-residence ||

Goal: Establish a Centre for Indigenous Scholarship

- Establish a Centre for Indigenous Scholarship ▶▶

Goal: Strengthen partnerships with the community

- Explore the creation of an advisory circle to the Dean ||