



**Northern College**  
**Aboriginal Council on Education**  
**Minutes of Meeting held April 10, 2015**

**Present:** Micheal Miller, Chair, NCACE Member  
Fred Gibbons, Northern College President, NCACE Member  
Lillian Trapper, Open Seat, NCACE Member  
Chantal Cote, Metis Nation of Ontario, NCACE Member  
Kim Naveau, Wabun, NCACE Member  
Irene Tomatuk, Mushkegowuk, NCACE Member  
Veronica Nicholson, Open Seat, NCACE Member  
Kathy Cheechoo, Open Seat, NCACE Member

**Resources:** Mike Baker, VP, Finance, Administration and Aboriginal Services  
Christine Heavens, Executive Director, Community, Business Development and Employment Services  
Audrey Penner, VP, Academic and Student Success  
Lynn Berthiaume, Executive Director, Student Services, Institutional Research and Registrar  
Kathy Gagain, Recording Secretary  
Willard Small, Aboriginal Student Advisor (part)  
Jennifer Nadeau, Aboriginal Student Advisor (part)  
Marlene Lamarche, Aboriginal Liaison Officer (part)

**Regrets:** John Beck, Open Seat, NCACE Member  
Ken Neegan, Open Seat, NCACE Member  
Dorothy Larkman, Open Seat, NCACE Member  
Sophia Pierce, Student, NCACE Member

Agenda Item	Action
<p><b>1. Opening</b></p> <p><b>(a) Acknowledgement of Territory</b></p> <p>Chair Micheal Miller acknowledged the territory.</p> <p><b>(b) Opening Prayer</b></p> <p>Kathy Cheechoo opened the meeting with a prayer.</p> <p><b>(c) Introductions</b></p> <p>All present introduced themselves.</p>	

**(d) Welcome – Micheal Miller, Chair**

The Chair welcomed all to the meeting and thanked the members for making time to participate. Michael noted that the Powwow was taking place at the Timmins Campus this weekend.

**(e) Welcome and Update – Fred Gibbons, President**

Fred began by encouraging members to attend the Powwow to be held April 11 and 12, 2015 at the Timmins Campus. He noted that the school year is quickly coming to an end and that the 2014/2015 fiscal year concluded on March 31, 2015. The budget that was originally presented to the Board was a deficit budget that we worked through the year to balance. The 2015/2016 budget will be tough and we will have challenges to bring to balance.

Fred advised that the Northern College community was saddened upon hearing that Noella McNair, one of our former Presidents, passed away after a battle with cancer.

Progress is being made on the student residence in Haileybury; the structure is up and plumbing and electrical work is taking place. This will be a great addition to the Haileybury Campus, and prospective students will be able to see the progress when they attend an Open House this weekend.

Fred was pleased to be able to advise that applications to Northern College are up by 4.5% and that we are the only college in Ontario that is showing a positive application increase.

With the current Strategic Plan coming to an end at March 31, 2016, Fred advised that Council can expect to be involved in discussions as we develop a new plan.

Northern College, along with Collège Boréal, Cambrian College, Canadore College, Confederation College, and Sault College will be sharing \$3.6M to design and deliver shared programming to improve and expand access to training opportunities in eight subject areas — business, hospitality, media arts, health, community services, technology, trades and aviation. It is called the Northern Colleges Collaborative Programming Project and will help the colleges work together to:

- Streamline resources to ensure long-term financial stability;
- Use their proven experience in technology-enabled learning to provide more students with access to postsecondary education;
- Improve the quality and efficiency of administrative and service delivery such as IT, program scheduling, curriculum generation and registration functions.

Fred also advised that students in our emergency services program played host to high school students in the area to meet with faculty, see what students learn in the program and engage in interactive activities. The day concluded with a talk with the Commissioner of the Ontario Provincial Police.

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**2. RESOURCE REPORTS**

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Joseph Nakogee, Aboriginal Student Advisor, Timmins Campus

With the magnitude of work involved in putting together the Powwow taking place April 11 and 12, 2015, Joseph was unable to join the meeting.

Jennifer Nadeau, Aboriginal Student Advisor, Kirkland Lake/Haileybury

Some of the items Jennifer reported on included the following:

- Assisted students in the recent 10 week Surface Diamond Driller Program
- Participated in the James Bay initiative and Go to College
- Provided bursary information
- Followed up student success reports – helping students who have been identified as needing assistance
- Responded to general inquiries from the community and prospective students, helping them with application process, looking at their funding opportunities
- Will be participating in the Open House in Haileybury on April 11, 2015; will have a booth
- Helping with graduation ceremonies in Kirkland Lake and Haileybury; will have drummers and Elders
- Will be visiting communities
- Works until June 5<sup>th</sup> and back in August
- Preparing for Orientation for September; will be giving a presentation on culture shock

In response to a question, Jennifer advised that at the end of August, there is a pre orientation where students are advised of all of the services and assistance that is available to them.

Willard Small, Aboriginal Student Advisor, Moosonee

Willard brought the Council up to date on some of his activities:

- Participated in community meetings in Kashechewan, Fort Albany and Attawapiskat held to find out community needs and what training opportunities they require
  - Arranged a Career Readiness program in Fort Albany and Health and Safety training in Attawapiskat
  - Participated in the James Bay initiative; Grade 11 students from the James Bay Coast participated in a week-long event held March 2-6, 2015 to visit our campuses in Moosonee, Kirkland Lake, Haileybury and Timmins. Students attending were from Attawapiskat, Fort Albany and Kashechewan, their travels began Monday morning or afternoon, travelling from their respective communities on the ice road, to then board the Polar Bear Express in Moosonee.
  - Worked on the Pathways Project with Marlene along the coast
  - Planning the Go to College event to be held May or early June
  - Graduation at the Moosonee Campus will be held on May 26<sup>th</sup>
  - Visiting Kashechewan this week – this community is looking to evacuate on April 24<sup>th</sup> as a precaution
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Marlene Lamarche, Aboriginal Liaison Officer

Marlene noted the following:

#### Pathways Project

This is a pilot project where Northern College staff plan to meet with each grade twelve student in Moose Factory, Moosonee, Attawapiskat, Kashechewan and Fort Albany. Staff talk about Northern College and accessibility services and other services. Staff then meet with each student one on one. They show them how to find information on the college on line and ask them what kind of job that they want to do. They help to create a plan for each student that shows them how to get to their goal. One copy of the plan goes to the student, one copy to the guidance counsellor and one copy to recruiting so that they can support the students as they see them at various events. Requests have been received for this service from Kashechewan (for their students who are in Kapuskasing) and from the Timmins Native Friendship Centre.

#### Wahgoshig First Nation

A meeting was held with Chief and Council of Wahgoshig First Nation to identify gaps and develop creative solutions to meet these needs. Activities that arose include:

- An Underground Hardrock Miner (Aboriginal specific) with Primero, Wahgoshig and Northern College. Fees will be covered, an Elder would visit with the students 4 times, and George Sackaney of Wagoshig (who works at Primero) will check on students and help keep them on track.
- Academic Upgrading – found a location to offer this to the community
- Drivers education – to solve the challenge of students only having experience driving around the small community, they will come to Northern College for a day and get practical experience driving around Timmins. The lecture theatre will be used and students who are awaiting their turn in the drivers' seat will watch movies and eat popcorn.
- The Canada-Ontario Job Grant will be used to provide computer training for members of the Band Office. Each participant will receive a lap top that will become the property of Wahgoshig. These lap tops will then would be used for the upgrading class.

Irene asked that it be made clear to the students signing up for Academic Upgrading that it is not equivalent to a high school diploma and was assured that students would understand that this program will bring them up to the requisite admission requirements of colleges.

### **3. AGENDA / MINUTES/BUSINESS ARISING**

#### **(a) Approval of Agenda**

Moved by: Chantal  
Seconded by: Veronica

<p>THAT the agenda of the Northern College Aboriginal Council on Education dated April 10, 2015 be adopted as presented.</p> <p style="text-align: right;">Carried</p>	
<p><b>(b) Approval of Minutes</b>  <b>Meeting held January 30, 2015</b>                  The minutes of the meeting held January 30, 2015 were reviewed.</p> <p>Moved by: Kim Naveau                  Seconded by: Chantal Cote                  THAT the minutes of the Northern College Aboriginal Council on Education meeting of January 30, 2015 be approved as presented.</p> <p style="text-align: right;">Carried</p>	
<p><b>(c) Business Arising</b></p> <p><u>Vacancy – Matawa Tribal Council</u>                  Micheal advised that a letter had been sent to Matawa requesting that a member be appointed. We have yet to hear back and will follow up.</p> <p><u>Appointment of Elder to the Council</u>                  After discussion, the following motion was put forward.</p> <p>Moved by: Irene Tomatuk                  Seconded by: Veronica Nicholson                  THAT the Northern College Aboriginal Council on Education amend its Terms of Reference with regard to the position of Elder as follows:  <i>There shall be two non-voting seats on the Council to be filled by Elders. It is expected that the Elders will participate in the discussions and provide Indigenous knowledge as appropriate. Appointments are for a two year term and will consider representation from each of the Tribal Councils in the area, as well as the Metis Nation of Ontario.</i>  <i>In accordance with the Northern College Elder Policy and Procedure, Elders will receive the appropriate gift of appreciation for each meeting attended.</i>  <i>AND THAT the use of an alternate will be permitted for the student seat to facilitate student participation.</i></p> <p style="text-align: right;">Carried</p> <p>It was agreed to ensure continuity, one of the first Elder appointments will be for a one-year term. Members of Council are asked to submit names of Elders who would like to be considered to Kathy Gagain.</p>	<p><i>Kathy to follow up</i></p> <p><i>All members to provide names</i></p>

#### 4. COUNCIL DIALOGUE WITH SENIOR MANAGEMENT

##### Mike Baker, Vice-President, Finance, Administration and Aboriginal Services

Mike advised that the college was working on closing the 2014/2015 budget and finalizing the 2015/2016 budget. Rather than just implementing spending cuts and hiring freezes, all managers were consulted with and value for spending discussions were implemented.

Mike also noted that one of the initiatives under his direction was the Aboriginal Guidance Initiative which is set up to take a look at the delivery of Aboriginal services, with a reporting responsibility to the Aboriginal Council on Education.

##### Audrey Penner, Vice-President, Academic and Student Success

Audrey and Lillian will talk about the Environmental Resource Management program being developed as part of the Shared Online Course Development (SHoC) funding.

*Audrey to  
contact  
Lillian*

Other items Audrey noted included:

- the actions taking place have been successful helping to increase student numbers
- the Business Plan will be brought to the Board at their May meeting
- is leading an assessment of what Northern College currently has in curriculum content and will determine how to we increase and sustain this
- discussion is taking place with University of Sudbury and Algoma with a focus on Indigenous studies and Indigenous programming
- Entrepreneurship – would like to have all graduates have the skills to be able to start their own business and to be aware of entrepreneurship as a viable alternative to traditional forms of employment
- Collaborative Programming model – defined how we will deliver, starting first collaboration “Law Clerk” a Northern College program.

##### Christine Heavens, Executive Director, Northern Training

Christine reported on the following:

- Child Protection Worker program for Kunuwanimano and Surface Diamond Driller Common Core recently completed
- Another Surface Diamond Driller Common Core will be available – Council was asked to let people know
- Aboriginal Entrepreneur program – free for ages 18 to 29.
  - We have funding for 20 students and have some openings
  - Start date is May 4<sup>th</sup>
- Academic Upgrading has seen increases in student numbers is Moosonee, the Timmins Native Friendship Centre and in Attawapiskat
- Attended the Prospectors and Developers Conference in Toronto – at one of the Aboriginal forums our partner from Nunavut gave public thanks to Northern College and described the college as an institution that adapts to meet the needs of their partners
- Canada Ontario Job Grant – 2/3 funding for training.
- Moosonee Campus Plan – Diane has been working with the communities to find out what postsecondary programs are in demand

In response to Irene's question with regard to a succession plan for Moosonee, Christine confirmed that as this is a crucial position, the conversations have started.

Lillian noted that mining programs are great but inquired as to what kind of programs are offered to look after the land? Lillian was advised that we are negotiating with a couple of partners in the system to be able to offer such programming.

Lynn Berthiaume, Executive Director, Student Services, Institutional Research and Registrar

Lynn advised that:

- The Sexual Assault policy has been completed, next steps are training and advertising
- The Student Satisfaction survey report will be made public next week and she will share this information at next meeting
- Confirmations are up over last year by 17% (70 students). The direct entry (from high school) have declined, significant increase in non-direct applicants

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**4. NEW BUSINESS**

**(a) Indigenous Education Protocol for Colleges and Institutes**

Mike advised that the Colleges and Institutes Canada Indigenous Education protocol was developed to establish a standard level of commitment for Canadian colleges and institutions in providing Indigenous Education. Seven tenets have been developed to define the acceptable standard. The College must agree to all seven standards in order to sign off on the protocol.

Moved by: Chantal Cote

Seconded by: Kathy Cheechoo

THAT the Northern College Aboriginal Council on Education supports the signing of the Indigenous Education Protocol for Colleges and Institutes.

Carried

The Council agreed on the following details.

Date: Friday, June 19, 2015

Time: 11:00 a.m. (just prior to the Council meeting)

Location: Tipi

To be invited: Representatives from Tribal Council, Grand Chief from Mushkegowuk, Matawa Tribal Chair, Métis Nation of Ontario, media

Signatories: President Fred Gibbons, Chair Micheal Miller, Elder (if we have one) or another member of Council (if we don't have an Elder)

*Mike to  
arrange*

**(b) Board of Governors Policy on Relationships with Aboriginal People and Communities (Terminology)**

Moved by: Veronica Nicholson

Seconded by: Kathy Cheechoo

THAT the Northern College Aboriginal Council on Education recommends that the terminology used by the College change from Aboriginal to Indigenous.

Carried

Lillian did note that the exception would be when you are making reference to the Constitution Act, 1982 Section 35.

**(c) Statistics**

Lynn Berthiaume reviewed the Aboriginal Student Demographics as at November 1<sup>st</sup>, noting that this data is provided to the Council on an annual basis.

**(d) Thank You Gifts for Aboriginal Partners and Communities**

It was agreed that one wall hanging will be on display in each of the four campuses so that it is a welcoming sight as Aboriginal students enter the campus. There are a total of 10 wall hangings completed, with 20 more being crafted.

Council agreed that we should proceed to distribute the gifts of high schools and our own campuses, with priority to the high schools.

**(e) Traditional Territory Acknowledgement**

After discussion, the Traditional Territory Acknowledgement was amended.

Moved by: Fred Gibbons

Seconded by: Kim Naveau

THAT the Northern College Aboriginal Council on Education amend the Traditional Territory Acknowledgement to read "I acknowledge the traditional territory of the Indigenous people of the area."

Carried

**(f) Staff Participating in Meetings**

The Council agreed that the resource staff should be welcome to sit and observe the meetings.

Council also asked that thought be given as to how we can better accommodate students so that they can attend and participate.

**5. MEETING CONCLUSION**

**(a) Closing Comments**

The Chair thanked members for participating and for the discussion. Micheal noted that we are moving ahead and growing as a Council and also as a college. Although we realize that we have a lot more to do, we are far ahead of many other institutions. Moving along the continuum and signing the protocol will encourage us to move forward.

**(b) Future Agenda Items**

Curriculum Development  
Strategic Plan  
Student Satisfaction Survey Report

**(c) Next Meeting**

The next meeting will be held June 19, 2015

**(d) Closing Prayer**

The meeting was closed with a prayer.