



**Northern College**  
**Aboriginal Council on Education**  
**Minutes of Meeting held January 30, 2015**

**Present:** Micheal Miller, Chair, NCACE Member (part)  
Fred Gibbons, Northern College President, NCACE Member  
Lillian Trapper, Open Seat, NCACE Member  
Sophia Pierce, Student, NCACE Member (part)  
Chantal Cote, Metis Nation of Ontario, NCACE Member  
Kim Naveau, Wabun, 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  
David Faries, Elder  
Willard Small, Aboriginal Student Advisor (part)  
Joseph Nakogee, 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  
Irene Tomatuk, Mushkegowuk, NCACE Member  
Veronica Nicholson, Open Seat, NCACE Member  
Dorothy Larkman, Open Seat, NCACE Member  
Kathy Cheechoo, Open Seat, NCACE Member

Agenda Item	Action
<p><b>1. Opening</b></p> <p>Chair Micheal Miller acknowledged the territory.</p> <p><b>(a) Opening Prayer</b></p> <p>At the request of the Chair, Elder David Faries opened the meeting with a prayer.</p> <p><b>(b) Introductions</b></p> <p>All present introduced themselves.</p>	

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

Micheal thanked all for attending and welcomed Sophia Pierce, the new student representative to the Council.

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

Fred noted that the formal audit of students is conducted in November of each year and provided a summary. Fred prefaced his presentation noting that Northern College has a unique characteristic in that some of the programs we offer do not operate every year. A number of programs are only offered every second year as the agencies cannot accommodate a large number of students. This year our enrolment is down, due to these programs not running this year, as planned.

However, there has been an increase in the number of applications and numbers of offers of admission. The number of confirmations have also increased, which is a strong indicator of enrolment increase.

For first year enrolment, using 2012 as a base year for comparison, our enrolment is down a little under one percent. In second year, attrition starts to happen, and we are down about 1.1%. Third year is down 20% and fourth year is down 33%. This provides a very clear picture with respect to retaining students between semesters. Fred advised that in the near future, Council will be discussing the strategic enrolment management plan.

Fred noted that the Apprenticeship area is down about 20% and that the Academic Upgrading program has seen an increase of 3%. Career programs have increased significantly; up by 24%.

Overall, non-postsecondary is down by 3%.

Fred also advised of the proportion of activity for 2013-2014:

Postsecondary – 54%

Academic Upgrading – 16%

Apprenticeship – 13%

Career Programs – 10%

Off-Shore – 7%

To increase enrolment, Fred noted that the college has been trying to find new markets of students to come to Northern College to study. Northern currently has 3 partners that have a total of 277 Northern College students studying in China. In September, it is anticipated that will be 7 partners. The offshore enrolment is anticipated to be 400 to 450 students, with the goal of having 1,000 students studying Northern College curriculum in China. As of September, there were 12 international students studying at the college.

Fred also advised that we are also looking for students from southern Ontario. If they don't get into their first choice down south and they have to relocate anyway, they may as well come to Northern Ontario. The Study North Initiative is a collaborative effort between the six colleges in northern Ontario; Northern College, Collège Boréal, Cambrian College, Canadore College, Confederation College and Sault College. It aims to promote study and work opportunities in northern Ontario to students in southern Ontario.

The Haileybury Campus has seen great increases in enrolment with approximately 60% of students coming from Southern Ontario. To accommodate these students, construction of a new student residence is well underway.

In response to a question, Fred advised that Health (both human and animal) and Trades and Technology were the program groupings that had the highest interest from students.

Micheal asked if there were numbers available with regard to Aboriginal students. It was confirmed that this information is available and will be an item on the agenda of the next meeting.

---

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

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

Item (f) was removed from the agenda as it was a duplicate of item (a).

The agenda was approved as amended.

Moved by: Kim Naveau

Seconded by: Lillian Trapper

THAT the agenda of the Northern College Aboriginal Council on Education dated January 30, 2015 be adopted as amended.

Carried

---

### **(b) Approval of Minutes**

#### **Meeting held June 23, 2014**

The minutes of the meeting held June 23, 2014 were reviewed.

Moved by: Lillian Trapper

Seconded by: Chantal Cote

THAT the minutes of the Northern College Aboriginal Council on Education meeting of January 13, 2014 be approved as presented.

Carried

---

### **(c) Business Arising**

Moosonee Campus Strategic Planning Update

---

Christine noted that the plan is nearing completion and that we are already looking at some proposed work that we can get started on. The communities of Fort Albany, Kashechewan and Attawapiskat have identified a need to have a multi-year training plan. The plan will include the jobs that are coming up, when the employers will be hiring for those jobs and making sure the funding is secured for the training so that the communities can be ready.

Other facets of the plan that Christine shared included:

- How many jobs are filled with outside transient people? What training do the people who live in the community need to get these jobs?
- New adult training centre is required - what is needed and how much will this cost.
- Moosonee/Moose Factory – Create more jobs in developmental challenged
- Part-time studies. There is a current and existing need.
- Moose Cree First Nation wants us to work more closely with the high school.
- Qualified interpreters – looking at a certificate program to train people to be interpreters.

Working groups have been established and we will continue to revise as circumstances change.

#### Bursaries

With regard to the bursaries awarded as part of Lightning Trail, it was confirmed that if the student is sponsored and tuition is paid, the student will receive a cheque that can be used to cover other expenses as they see fit. If there is tuition owing, the amount is applied against tuition.

#### Distinctive Aboriginal Programming

Audrey Shared On line course fund application process – pleased to say we received approval to develop:

- Environmental Resource Management Using Aboriginal Ways of Knowing  
This course will explore the issues of environmental resource management from an Aboriginal focus. Aboriginal ways of knowing will be tied to the science of environmental resource management, with an emphasis on water conservation.

Lillian highly recommend that women get involved as women are the keepers of the water. Chantal noted that the Metis also have environmental course.

Another module that we can put into a variety of areas – Aboriginal culture and learning through sharing/teaching circles. Aboriginal awareness is becoming necessary for all areas of employment so we see this as a necessary for both Aboriginal and non-Aboriginal students. Our core practice would be to work with the Aboriginal council, an aboriginal student advisory group, specific

- Aboriginal Culture: Learning Through Sharing Circles  
This module will focus on the concept of sharing circles and Aboriginal learning delivered through an interactive online environment. While this module is universal

relevant, it is particularly suitable for those who are interested in improving their knowledge of Aboriginal culture and want enhance their understanding of Aboriginal ways of knowing. Aboriginal awareness is becoming necessary for all areas of employment so this is seen as necessary for both Aboriginal and non-Aboriginal students.

- **Math Upgrading (Delivered in Cree)**  
This module will focus upon components of math upgrading. The communication, symbology and learning premises will be based in Cree. This module is suitable for anyone who wishes to upgrade their math skills, and speaks/reads Cree.

### **3. RESOURCE REPORTS**

Joseph Nakogee, Aboriginal Student Advisor, Timmins Campus

When Joseph first started working at the Timmins Campus there 78 students who self-identified, he now has 96 students he provides assistance to. Of these students, 60% are female and 40% are male. Joseph advised that most of his time is spent with students who come from up the coast and that he makes the time required to build up trust. Joseph said that you'll always see him with his hat and coat on as he never knows when he's going to go outside to talk to a student.

He noted that plans for the Powwow are going great and invited everyone to attend on Saturday, April 11 and Sunday, April 12, 2015, Grand Entry at noon on each of the two days. Reaches out to students, always has to wear his hat and coat because he never knows when he's going to go outside to talk to someone. Joseph went through all of the hardships so he knows the importance of support and student success.

Joseph also commented on the tipi, noting that it has become an important place where staff and students can come for help.

The assistance of Coordinators and teachers is appreciated by Joseph as they do a good job in letting him know when students are struggling.

Mike thanked Joseph for his report and for his openness, transparency and courage, referring to the recent article in The Feather. Mike commented that Joseph's effectiveness is likely related to his openness and approachability.

Jennifer Nadeau, Aboriginal Student Advisor, Kirkland Lake/Haileybury

Jennifer joined the meeting by videoconference and has been encouraging Aboriginal students to apply for bursaries. Having been involved in last year, she noticed that students were not successful due to errors in the application process. To ensure a greater number of Aboriginal students were successful in receiving bursaries, Jennifer has creating awareness and assisting students in completing the required paper work.

Jennifer has also been promoting summer job opportunities.

The weekly Elder Program at both the Haileybury and Kirkland Lake Campuses are successful. Jennifer has been inviting people to specific events, such as medicine bag making. She has facilitated workshops for students at a distance and approached by a Nursing Program faculty member to speak to their class regarding First Nation families.

Jennifer's involvement with the new class of the Surface Diamond Drill program included housing, orientation day, welcome lunch and accompanying the students on a mine tour. Although there are a few small hiccups, early intervention will be successful. Planning for graduations is also taking place.

With the winter carnival, a snow sculpture with native theme is being built. Since the display for Awareness Days got so much attention, Jennifer has plans to do another one in the near future. With March 25<sup>th</sup> being day to contemplate ways to eliminate racial discrimination, Jennifer is developing an event.

Jennifer has also been working to increase linkages with agencies, MNO and Enterprise Temiskaming. Partnership with Timiskaming Native Women's Resource Centre is going well and they have agreed to have students stay at the residence.

Mike noted that the activities in Kirkland Lake and Haileybury for Aboriginal Awareness Week made a big impact and there were many very positive comments. Mike congratulated Jennifer on a job well done.

Marlene Lamarche, Aboriginal Liaison Officer

Marlene first spoke to the Council as a parent of student attending Northern College. She was proud to advise that last semester, he son achieved a 4.0 average and is having a wonderful experience at the college, where he is also a math tutor.

Other activities Marlene reported on included:

- Wahgoshig – There have been a number of conversations to build relationships and meet community needs with the community and the Northern Training Division. The groundwork has been done for a proposal to see a partnership between Wahgoshig, Primero and Northern College for basic underground hardrock common core. The proposal covers all the costs and is expanded to include employability skills. While the majority of students will be from Wahgoshig, others from throughout the area will also be included. Academic upgrading will also be offered in the community.
- Academic Upgrading - Applying to offer mobile training where we would go into the community for a year and a half and then move to the next community.
- Drivers Education Training - Looking at a model where we go into the community at least once per year. Have a day when all the students would come to the college for a day and have a 2 hours of practical in town.

- Early Childhood Education – Childcare is a concern; looking at options.
- Pathways Project – This is pilot project in Moosonee and Moose Factory. Marlene and Willard met individually with all the grade twelve students in Moosonee and Moose Factory and asked them what job they would like to have in the future. Using the students' response, they planned out the path that they would need to take to reach their educational goals. This is proving to be a very popular initiative and will be provided at every opportunity.
- Pre-Health and Pre-Tech – these programs are being promoted as when students graduate at grade twelve, when they take these programs at college, they gain the skills so that they will be successful.
- Working with the MTCU employment training consultants looking at Canada Ontario jobs grant. Aboriginal initiatives – the first community that we have received is Peawanuk. Draft up a wide range of training for the staff who work at the band and offer to all the other businesses for employed individuals in the community. Chief and Council have endorsed this.

Mike appreciates Marlene's enthusiasm, especially with all the travelling that she has been doing.

David Faries, Elder

David is based out of the Aboriginal Student Lounge in Timmins and talks to many students. In addition, David provides teachings to the Social Work class, tells the story of his life, does ceremonies and smudging. David also passes along the teachings that he has learned.

David also talked to Council about how he would like to bring Elders together to talk to each other and to trade knowledge, so that their knowledge builds. He noted that not too many people that are carrying a pipe are Elders. He further noted that we are just started to try get back our spirituality within the last 20 years and we are still learning. David would like to go get that knowledge. Lillian advised that she attended an Elder's conference held at Trent University and it helped her on her journey on who she is. She would like to see students from here attend the conference. David suggests that we can even put something like that on here. Lillian reiterated that these teachings really help people be healthy people.

There was also general discussion of how English on the reserve is different. Kim found that some people couldn't hold their jobs because they had a hard time with the English language.

Willard Small, Aboriginal Student Advisor, Moosonee

Willard joined the meeting by video conference and reported on the following:

- Career Readiness Program in Fort Albany started Monday for 6 weeks; this program will start in Attawapiskat mid-February. Health and Safety and First Aid are part of the course.

- Grade 11 students from Fort Albany, Attawapiskat and Kashechewan will be visiting Northern College for a week (first week in March).
- There will be a Career Fair in Moosonee/Moose Factory at the high schools and half a day at the College.
- Willard will also be visiting Fort Albany and Attawapiskat.

Mike thanked Willard for his report and for being such a gracious host to staff that visit the community and for his dedication to the students in providing the meaningful activities that lead to student success.

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

Mike advised that he had participated in the staff professional development trip to Moosonee and Moose Factory and found it to be an outstanding experience. The group met many members of the community and Willard and his family treated the group to Sagabon. Staff talked with Greg Spence, went by boat to Shipsands, visited the Moose Cree Band Office, Moose Cree Education Authority, Cultural Centre and stayed at the Eco Lodge. This activity created a huge interest among staff members.

At the recent national conference "Serving Indigenous Learners and Communities" that Mike attended, hosted by Colleges and Institutes Canada, Mike found that the biggest challenge that came through for many colleges was the social adjustment that Aboriginal learners faced. Speakers included several Elders, Aboriginal students and Aboriginal graduates. From this, an initiative within the college is being developed; an Aboriginal Services working group that will work at the grass roots level, to ensure the needs of our students are being met. Although we do a lot of things really well, there are things that we can do better and we intend to offer our students the best we possibly can.

Mike also noted that he will be attending the Great Moon Gathering in Moose Factory.

Planning is underway for another year of Lightning Trail.

Audrey Penner, Vice-President, Academic and Student Success

Audrey was pleased to be attending her first meeting of the Aboriginal Council and noted that Lightning Trail was in progress when she first started. She found this to be a great initiative and great introduction to Northern College.

Other initiatives that Audrey reported on included:

- The Strategic Enrolment Management plan has been approved by the Board with some of the highlights being:
  - Increase full-time postsecondary enrolment by 25% by 2017
  - Increase part-time postsecondary enrolment by 25% by 2017
  - Prior Learning Experience
  - Aboriginal programming based on Aboriginal ways of knowing
  - Establish individual learning pathways for Aboriginal Learners

- Winter 2016 – Provincial Quality Assurance Programming. Very labour intensive process.
- One of the things Audrey sees as Vice President is the number of mental health issues. Students need the support and faculty does not always have the skills to assist. Through student services we have done some activities around mental health and this has been well accepted.

#### Executive Director, Training Department

Christine advised that the ACCT department has been rebranded will be known as Northern Training. New signs will be going up soon and Council can expect and invitation to the launch.

The launch of a new e-learning platform is under development. A partnership that will allow the college to offer 60 to 80 courses on line has been established and we can develop courses to be offered as well. There is a demand for Aboriginal Cultural Training. Within the next year we hope to have a Cree version and an Ojibway version ready. We will also be looking at this to have it lead to a Board certificate.

Christine also explained the ability for the college to work with organizations and customize training and put it in an e-learning platform. For example, mines. Northern Training is working with a mine to develop their induction training. Policies, video messages, etc. will be built in to customize this training. Companies that have locations around the world can access the same training.

Christine asked that as Council members are talking to their colleagues, to please let them know that there is a Canada-Ontario Job Grant in the amount of \$28,000,000 for training.

With part of the Strategic Enrolment Management Plan being the revitalization of the Literacy and Basic Skills Program, Christine advised that the biggest initiative is to expand within First Nation communities.

Mike acknowledged Christine's leadership for the first two years of Lightning Trial.

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

Lynn advised that one of the other activities in the Strategic Enrolment Management Plan is the conversion rate. She noted that it is planned to build relationships with the applicants early on. Also included in the plan is retention. Plans are being developed that will result in improving retention semester to semester and year to year.

Mental health initiatives has been on the provincial radar, as is sexual assault and sexual harassment. Lynn noted that the college needed to make sure that there are good policies and good processes in place so that if these events happen, there is a clear process in place.

Lynn also advised that the student Key Performance Indicators surveys would be starting next week.

Lillian asked if there was an Alumni Association at the College. She was advised that there was.

---

#### **4. NEW BUSINESS**

---

##### **(a) Resignation – Hattie Luke-Maher**

The Council appreciated Hattie's time spent on Council and accepted her resignation with regret. Suggestions as to how to fill the seat included:

- Ask David Faries to sit on Council
- Ask Dorothy if she would like to fill the seat.
- Look for an Elder in the communities.

This will be discussed at the next meeting. If names come to mind before then, Council were asked to forward them to Kathy.

##### **(b) 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 for Indigenous Education. Seven tenants have been developed to define the acceptable standard. The College must agree to all seven standards in order to sign off on the protocol.

At the Colleges and Institutes Canada Conference in Ottawa in early December 2014, seven colleges signed the protocol and another three had previously signed the protocol.

Council members present supported the Protocol and will recommend it's adoption to the full Council.

##### **(c) Bachelor of Science in Nursing Elective**

###### **Presentation by Professor Johanne Carbonneau, R.N., BScN,**

Professor Johanne Carbonneau joined the meeting to share with Council, how students enrolled in the Laurentian University Collaborative Bachelor of Science in Nursing (BScN) program at Northern College will gain valuable clinical and cultural experience during a week-long clinical placement in Moosonee and Moose Factory, as well as a visit to Mattagami First Nation.

The placement in Moosonee/Moose Factory is part of a new course offering entitled Northern Rural and/or Remote Nursing Experience, which is designed to give students a deeper understanding of the culture of local Aboriginal communities, as well as traditional approaches to health care. Students also learn how to incorporate a patient's cultural values into their practice.

Johanne developed the course after receiving student requests for more clinical opportunities focused on local Aboriginal groups. Johanne noted that while other schools offer rural and remote placement opportunities, they're usually in far-off regions like South America or Africa. Carbonneau thought that there are opportunities to gain the same kind of experience right on our doorstep, where our students can learn more about the people that they'll be working with regularly throughout their careers.

A total of ten third-year students will attend the placement, which will be held from February 13 to February 20. The students will also attend a variety of cultural awareness activities throughout the week, including participating in traditional healing ceremonies, storytelling and food preparation.

Funding for the placement was provided in part by generous donations from Porcupine Machining Inc. and Anne Neill. Additional private donations and student-led fundraising activities rounded out the total. Ontario Northland and the Cree Village Ecolodge provided the students with discounted rates.

Council thanked Johanne for her presentation and provided some suggestions with regard to funding that might be available to help defray the costs for the students.

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

This item was deferred to the next meeting.

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

Council members viewed a sample of a wall hanging that will be given as gifts. In addition, one will hang 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.

Council agreed that we should proceed to distribute the gifts of high schools and our own campuses and that the college should determine the distribution of the first ten.

**(f) Vacancy – Matawa Tribal Council Seat**

Matawa will be asked if could appoint an individual.

**(g) Traditional Territory Acknowledgement**

The traditional territory acknowledgement was reviewed.

Lillian thought that the acknowledgement of the drum and other sacred items can be removed and used only when it's a traditional gathering and these items are there. It can be omitted for an administrative meeting with no sacred items present.

This will be brought back to the next meeting when quorum is present.

**5. MEETING CONCLUSION****(a) Closing Comments**

Fred thanked Council members for their patience as we work out our issues with quorum.

**(b) Future Agenda Items**

- Statistics
- Tamarack Frames
- Consider Staff be Part of the Meeting

**(c) Next Meeting**

The next meeting will be held late March or early April.

**(d) Meeting Evaluation Form**

Council provided their completed meeting evaluation form to Kathy.

**(e) Closing Prayer**

The meeting was closed with a prayer.