



Northern College
Indigenous Council on Education
Minutes of Meeting held November 6, 2015

Present: Fred Gibbons, Northern College President, Indigenous Council Member
 Dorothy Larkman, Open Seat, Indigenous Council Member
 Lillian Trapper, Open Seat, Indigenous Council Member
 Chantal Cote, Metis Nation of Ontario, Indigenous Council Member
 Irene Tomatuk, Mushkegowuk, Indigenous Council Member
 Ken Neegan, Open Seat, Indigenous Council Member
 Willie Metat, Student Representative, Indigenous Council Member

Resources: Mike Baker, Vice-President, Finance, Administration and Indigenous Services
 Audrey Penner, Vice-President, Academic and Student Success
 Christine Heavens, Executive Director, Community, Business Development and Employment Services
 Lynn Berthiaume, Executive Director, Student Services, Institutional Research and Registrar
 Marlene Lamarche, Indigenous Liaison Officer
 Joseph Nakogee, Indigenous Student Advisor
 Willard Small, Indigenous Student Advisor
 Kathy Gagain, Recording Secretary

Regrets: Micheal Miller, Chair, Indigenous Council
 John Beck, Open Seat, Indigenous Council Member
 Veronica Nicholson, Open Seat, Indigenous Council Member
 Kim Naveau, Wabun, Indigenous Council Member
 Kathy Cheechoo, Open Seat, Indigenous Council Member

Agenda Item	Action
<p>1. Opening</p> <p>(a) Acknowledgement of Territory</p> <p>President Gibbons opened the meeting with the acknowledgement of territory and paid respect to the sacred items and the Elders present.</p> <p>(b) Opening Prayer</p> <p>Elder David Faries invited all who wanted to smudge and spoke about the teachings of the Eagle Feather.</p> <p>(c) Introductions</p> <p>All present introduced themselves.</p>	

(d) Welcome and Update – Fred Gibbons, President

Fred welcomed all to the meeting, noting he was filling in as Chair on behalf of Micheal Miller.

Fred advised that first year enrolment is up and that overall, enrolment is about the same as it was last year, meaning that there is a retention issue. The College will be working on enhanced retention measures.

Indigenous students make up 12% of the total student population at Northern College. Fred advised that the student body has increased at the Moosonee Campus and that graduates are not just achieving success in upgrading programs, but post-secondary diploma programs as well.

Fred noted that we have been looking at various strategies to attract students to the College with such initiatives as Study North. International students also make up a large part of the enrolment.

A 64-unit student residence was officially opened in October at the Haileybury Campus and the students living there have reported that it is a very positive experience.

With regard to the strategic plan, Fred advised that the College has engaged Clear Logic Consulting with a goal to bring a refreshed plan to the Board of Governors in January. Surveys and focus group meetings have been conducted and the consultants will be sharing the information so that the College can identify some of the goals of the new strategic plan. We will continue to work under the same four pillars – Accessible Education, Signature Programs, The Northern Experience and Indigenous Perspectives, but will be developing new goals under these pillars. Council can look forward to a presentation on the new Strategic Plan at a future meeting.

A fundraising campaign “Leaders of Tomorrow” is now underway to raise funds for scholarships and bursaries for students coming into the College in their first year.

Fred advised that Jennifer Nadeau has left the College and is now working in Matachewan. The posting to find a new Indigenous Student Advisor is in process.

Irene referenced a recent letter from the Ontario Native Education Counselling Association which expressed concern that some postsecondary institutions were withholding or applying scholarship funds to outstanding fees of sponsored students. Lynn confirmed that this is not done at Northern College.

2. AGENDA / MINUTES/BUSINESS ARISING	
<p>(a) Approval of Agenda</p> <p>The agenda was reviewed and the following items were added 4(e) Great Moon Gathering 4(f) Elder David Faries</p> <p>Moved by: Irene Seconded by: Willie THAT the agenda of the Northern College Indigenous Council on Education dated November 6, 2015 be adopted as amended.</p> <p style="text-align: right;">Carried</p>	
<p>(b) Approval of Minutes Meeting held June 19, 2015</p> <p>The minutes of the meeting held June 19, 2015 were reviewed.</p> <p>Moved by: Chantal Seconded by: Lillian THAT the minutes of the Northern College Indigenous Council on Education meeting of June 19, 2015 be approved as presented.</p> <p style="text-align: right;">Carried</p>	
<p>(c) Business Arising</p> <p>Vacancy – Matawa Tribal Council There has been no response to the letter requesting representation on Council. Ken Neegan will use his contacts to assist in recruiting a representative.</p> <p>Appointment of Elders to the Council Dorothy submitted the name of Theresa Kakeskapan (Wabano); she is Cree and lives in Matheson.</p> <p>Council determined that the process would be to write a letter expressing interest in serving on the Council. The only qualifications being that the Elder have a genuine interest in promoting education. The group also saw the Elder as someone who can bring in a different perspective; who could come in to calm the waters. Dorothy will speak to Theresa.</p> <p>Indigenous Student Survey Lynn outlined the changes to the survey, specifically changes to gender options that are now being used provincially. The Council agreed that the survey would provide some valuable information and asked that the College determine the best date to administer.</p>	<p><i>Ken</i></p> <p><i>Dorothy</i></p> <p><i>Lynn/Mike</i></p>

Curriculum Development/7 Principles

Audrey was looking for feedback around the seven principles:

- Relate to the career field
- Analyze the impact of colonialism
- Explain the relationship of land
- Compare Aboriginal Canadian perceptions
- Analyze racism
- Generate strategies and opportunities to increase awareness
- Formulate approaches for engaging Aboriginal community partners

Council agreed that Indigenous awareness needs to be available to every student; not provided as an elective and thought that the College should build this in somehow. Audrey advised that there are core courses that need to be offered and a grouping of electives that the students can choose from. We do not offer many options; we want to ensure that they take something that is socially responsible.

For the next meeting, Lynn will find out how many of our students have taken an Indigenous Gen Ed course.

Lynn

It was noted that communications courses were an area that you can bring this in easily, but that you needed to get creative for electrical. One suggestion here was that you could teach about the history of OPG; all the families that were relocated.

It was agreed that both cultures need to understand.

Other thoughts included:

- Advocate to MTCU to make this core – Truth and Reconciliation
- Living and working in two cultures is common in the Training Division.
- Students need to see themselves in the curriculum to know that they belong here.
- We need to be core, not elective.

Irene noted that the Council members are excellent resources.

3. RESOURCE REPORTS

Willard Small, Indigenous Student Advisor, Moosonee

Work that Willard has been spending time on includes:

- Career Readiness
- Meetings in Fort Albany for training opportunities; First Nation, Education Authority, high school students

- Project management training in First Nations office.
- Starting career fair planning for end of February which is a big event that is appreciated by the communities.

Joseph Nakogee, Indigenous Student Advisor, Timmins

- 100 students that Joseph does his best to keep in close contact with: walking, talking and sending out informative emails he call “smoke signals”.
- Providing an incentive for students to attend teachings as the cultural aspect is important to help in the success of the student.
- Joseph noted that he learned a lot from Willard when he worked at the Moosonee Campus and that he understands the transition that students go through when they move away from home.
- Indigenous Cultural Awareness Week is a great way to meet and get to know students, both Indigenous and non-Indigenous and is a great start to the school year.
- Enjoyed having Mushkegowuk come; it felt like family was coming to visit.
- Joe has been sharing moose meat with the students.
- Preparing for the visit of 20 students from Moose Factory.
- Pow Wow “Honouring our Warriors: Past, Present and Future” to be held April 23 and 24, 2016.
- Addictions Week November 15 to 21 – Joseph has arranged to have resources coming in from the community.

Irene noted that having the Omushkego Education Student Success Leadership Gathering at the Timmins Campus of Northern College worked out well. Irene told the story of a former student who came to the campus looking for help on the Saturday morning. It showed that Northern College is doing the right things as students have a connection to the school. She thanked Joseph for his work with students noting that it spoke volumes that when even a former student is in trouble, they felt they had someone to go to for help in Joseph.

Marlene Lamarche, Indigenous Liaison Officer

- Basic underground hard rock common core program is available; while the program costs \$18,000, it is funded so there is no cost per participant.
- Working as part of the Pow wow committee
- Helping to set up incentive plan for students to learn about the culture – word of mouth, email, posters. Give each student an opportunity to enter to win extra Christmas groceries or gift shopping. Come to a teaching, eat lunch with an Elder; providing many opportunities to grow culturally.

Elder David Faries

David shared some of his experiences as an Elder at Northern College. He invited members of the Indigenous Council to come to the Pow Wow and that they could be provided with the opportunity to talk. David found that he had a hard time to find information about the Council and suggested that they get themselves out there; come to the Pow Wow, come to graduations. We look up to you as you are responsible for developing Indigenous program and initiatives at Northern College. He thought it would be good to get to know the people, the students.

David also talked about how he continues to encourage students to learn about the culture.

4. NEW BUSINESS**(a) Succession Planning**

It was noted that the maximum term that a member of the Board of Governors can serve is six years. Micheal Miller's six-year term concludes at the end of August 2016. The name of a replacement Board member must be sent to the Office of the President by the end of May.

Council members were provided with information on the role of the Board of Governors as well as the time commitment required and were asked to reflect on their interest in joining the Board of Governors.

This item will be determined at the next meeting.

(b) Strategic Planning Update

This was covered by Fred in his opening statements

**(c) Presentation by Dr. Lynn Smith, Professor, Health Sciences
"Embedding Indigenous Content in Nursing Curricula: A Cultural Safety Approach"**

Dr. Lynn Smith joined the meeting and provided a presentation entitled "Embedding Indigenous Content in Nursing Curricula: A Cultural Safety Approach". The presentation illustrated the work that has been done to ensure that those in our nursing program can connect to the curriculum and so that others can learn about the culture. Council thanked Dr. Smith for her presentation.

Audrey noted that for those working at Northern College, Indigenous cultural awareness is part of the performance appraisal to ensure that there is accountability.

*Council
Members*

(d) Achieving Results Through Partnership

Fred advised that we receive approximately \$550,000 per year from the provincial government for Indigenous initiatives which we use to fund the three Indigenous student advisors, Indigenous Liaison, Elder program etc.

Fred was disappointed in the report in that Northern College was only given a brief mention, in comparison to all the good work that is being done. The Senior Management Team will ensure that we speak loudly and proudly of all the work that we do so that we will be recognized at all times possible.

Fred asked Council members that when they look through the report and see something that another college or university is doing that would be important for Northern College to do, to please bring it to our attention.

*Council
Members*

(e) Great Moon Gathering

Irene shared information regarding the 25th Great Moon Gathering being co-hosted by Mushkegowuk and Northern College February 11 and 12, 2016 at Northern College.

5. COUNCIL DIALOGUE WITH SENIOR MANAGEMENT TEAMVice-President, Finance, Administration and Indigenous Services

- Budget process begins Monday. Main budget meetings are in January.
- Received approximately 15 artifacts from Laurie Belisle of the Polar Bear Trading Post in Cochrane. Kathy, Joe, Marlene and David have been instrumental in providing advice on how to handle these artifacts in keeping with traditional values. Most are in the temporary display until more permanent locations are ready. Some items will tour other campuses. This as another way to improve understanding of the skills and contributions of Indigenous people for both Indigenous and non-Indigenous peoples.
- Lightning Trail was very successful again this year with approximately 40 participants. Hydro One is a major sponsor and their 3 year program ended this year. They are saying they will participate in the future but so far, the amount and the term have not been identified. We are looking at other sponsors to keep the program moving and progressing.

Vice-President, Academic and Student Success

- Shared On Line Course Funding is financial support to make course material available on line. Indigenous Culture, Environmental Sciences, Cree Math are just finishing now. They will be available for any student in the province to register. Audrey thanked Lillian for her assistance with this project. This year we are submitting five courses related to Indigenous Governance and Leadership. Our long term goal is to ultimately have a certificate in this area. We are also putting in for Elder Health Care.

- Collaborative programming model – rolled out first program this year, next year business
- Quality Assurance – the province is moving to an accreditation process for colleges and we are getting ready for this. Late March/early April 2016.

Executive Director, Community, Business Development and Employment Services

- Running food prep and safe food handling in Attawapiskat – 15 day training session
- Graduations – Aboriginal Entrepreneurial program – funded by Economic Development for youth who wanted to be entrepreneurs. Students came in once a month and spent a week in training; able to find mentors in the community. Ten students celebrated the completion of the program.
- Mining Essentials ran this summer – 5 students graduated
- Work readiness training program – MNO and Detour Gold – aims to ensure Indigenous people have the essential skills needed to enter the mining field - culture was also a big part of the program.
- There a six students in a fully funded intake in Underground Hard Rock Mining. Culture is embedded throughout the program. Next intake is slated for January. An application is being made to fund another two intakes.
- Christine was in Sioux Lookout to make presentation on Northern College as there are very few training opportunities in that area. A partnership with Lac Seul Training Centre of Excellence is being established to offer more training.
- Approval to continue upgrading in Attawapiskat has been received.
- Indigenous Awareness training for industry – Eco Lodge – ensure that industry gets something that they can use to create change. Once the curriculum has been developed the Council will review and provide feedback.

Christine

6. MEETING CONCLUSION

(a) Closing Comments

Fred appreciated Council’s participating today; starting so early over and above the meeting. It was a good thing to meet the students and we will strive to have more members out for the next meeting.

Fred was enthused with the presentation on the Great Moon Gathering, noting that there are 7,000 to 8,000 Indigenous citizens living in Timmins. Fred will mention the Great Moon Gathering at this town hall meetings with college employees - not just to ask them to attend, but to take on a role of some kind. Irene is hopeful that staff will attend the key note.

Fred

(b) Future Agenda Items

- Six Northern Colleges Project/Sharing Best Practices
- Indigenous Council Representation on the Board of Governors
- Indigenous Student Survey Results

(c) Next Meeting

The next meeting will be scheduled near the end of January. Kathy will take a poll.

(d) Meeting Evaluation Form

Kathy will send the evaluation out to members.

(e) Closing Prayer

Elder Faries closed the meeting with a song.
