

# Indigenization strategy round table discussions

12/4/2017

Presented by: Diana Parry

Associated Vice-President Human Rights, Equity and Inclusion



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**WATERLOO**

# Land Acknowledgement

- We acknowledge that we are on the traditional territory of the Neutral, Anishnawbe and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes six miles on each side of the Grand River.

# Agenda

- Context on Indigenization strategy steering committee work
- Today's work together
- Next steps

# Steering Committee

- The Advisory Committee is chaired by Diana Parry, Associate Vice-President, Human Rights, Equity and Inclusion. The committee members include:
  - Mario Coniglio, Associate Vice-President, Academic
    - Chair, **Curriculum and Academic Programming**
  - Bruce Muirhead, Associate Vice-President, External Research
    - Chair, **Research**
  - Katherine Bergman, President & Vice Chancellor St. Jerome's University
    - Chair, **Student Experience**
  - Lori Campbell, Director, Waterloo Aboriginal Education Centre
    - Chair, **Community Engagement**
  - Douglas Peers, Dean of Arts
    - Chair, **Policies and Procedures**

# Indigenization Strategy Steering Committee

Timeline	Activity
June 2017	Provost strikes Indigenization Strategy Steering Committee
July	Kick off meeting occurs, terms of reference, committee objectives, and working group structure drafted
August	Working groups chairs selected and terms of reference approved
September	Process for populating working groups and timelines approved
October	President invites expressions of interest to join one of five working groups, 210 expressions of interest. ~10% self- identify as Indigenous
November	Working groups finalized and kick off meetings occur
December	Round table discussions with wider campus community

# Indigenization Strategy Steering Committee

<b>Draft Timelines</b>	<b>Remaining Work</b>
January	Working group meetings to finalize scope of their areas of focus
February/ March	Environmental scan completed and submitted
March-April	Working groups review completed scan and prepare respective final report
May	External reviews of draft report
June	Final report drafted for President/Provost
July	Final report submitted

# **WORKING GROUPS**

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Conduct an environmental scan to identify strengths, identify gaps, and make recommendations for improvements to bridge those gaps for the University of Waterloo

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**10 diverse and representative members of the committee, one chair,  
one secretary**

# Working Group Process (draft dates)

Phase	Action	Timeline
Phase one	Engage in an environmental scan around best practices, and the University of Waterloo's strengths and gaps, in light of the calls to action of the TRC.	Scan submitted February/March 2018
Phase two	Develop recommendations for addressing the gaps to be submitted to the Steering Committee	Final report submitted summer 2018



# Language and Context

- Use of the word Indigenous
  
- Context for Indigenization

# Our work together today

- Provide insights and information to steering committee and working groups
- Help further refine the working group theme environmental scans
- Represent your community in this work

# Questions today

- Opportunities for Indigenization on campus
  - particularly work that aligns with the fabric of the University of Waterloo (e.g. innovation, Co-op, entrepreneurship, etc )
- Challenges that we may face as we move towards the strategy recommendations and then after the report into action
- Suggestions for further engagement – how best to engage the campus community and how best to prepare them for this work
- Work that participants might be aware of at other universities (this might assist with the environmental scans for each working group)
- Open feedback

# Timeline for session

- 20 minutes – overview and context
- 60 minutes – questions and table discussion
- 40 minutes – report back to group

# Next steps

- Take your work back to the Steering committee and respective working groups for review and discussion
- Please include your contact information on your submissions today in case the steering committee/working groups want to connect (we will also do a sign in sheet to keep in touch with you)

# Thank you for your time!

- Questions or comments, please email Joanne <[jeadair@uwaterloo.ca](mailto:jeadair@uwaterloo.ca)>

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