



INDIGENOUS STRATEGY ADVISORY COMMITTEE

Mandate the Office of Indigenous Initiatives

The Office of Indigenous Initiatives' mandate is to deliver on the Colleges & Institutes of Canada's Indigenous Education Protocols, Indigenization measures, oversee the educationally relevant Truth and Reconciliation Calls to Action and deliver a framework for action and accountability.

This commitment is the college's response to the release of the final report of the Truth and Reconciliation Commission, which aims to address the historic and systemic barriers faced by Indigenous community members both internal to and external from the college. The College will accomplish this by consulting with, requesting feedback from and working with Indigenous students, staff and external community leaders in both informal and formal venues.

Indigenous Strategy Advisory Committee

The Indigenous Strategy Advisory Committee provides advice/guidance to the Director, Indigenous Initiatives on the Indigenous Strategy and Action Plan throughout the college. The purpose of the Advisory Committee is to provide a breadth of knowledge and expertise related to Indigenous Initiatives to assist the Director to meet the office's mandate, both inside and outside the classroom.

The Advisory Committee will collectively agree to the strategic action plan; provide feedback on the impact of college policies and programs in relation to these matters and ensure engagement with key stakeholder communities. Feedback from the committee will be shared with the President of the college through meetings once per semester.

The college recognizes that a key step toward reconciliation in education and employment is to establish an Indigenous strategy; our Governors, President and managers at all levels will be supportive of this strategy and will receive appropriate teaching and learning opportunities to deepen their knowledge. We also expect the endorsement of our advisory board members, both the Support and Academic Unions leadership and Student Association.

As stated in our Strategy and Vision, George Brown College is committed to supporting Indigenous education initiatives in a collaborative effort with college and community to better serve Indigenous and non-Indigenous students and staff.

Collectively, we aim to develop and implement practices and programs that prioritize Indigenous education, ensuring governance structures recognize and respect Indigenous peoples, implement intellectual and cultural traditions throughout curriculum, where applicable, and learning approaches, support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples, increase the number of Indigenous employees and ongoing appointments throughout the institution, including senior administrators, establish holistic services and learning environments for learning success, build relationships and accountability to Indigenous communities which support self-determination through education, training and applied research.



Terms of Reference

Core Functions:

- Consults with the Director, Indigenous Initiatives including:
- Provides guidance on Academic programming and student and staff experience.
- Encourages and participates in Cultural Awareness Training for the college community to Indigenous Curriculum development

Identifying opportunities to:

- Remove systemic barriers to accessing college programs, services and employment.
- Remove language barriers in accessing information.
- Identify strategies, tools and actions to support Indigenous education.
- Build community capacity and cultural understanding.
- Makes recommendations to the President, and/or their delegate, and the AVP, and other senior executives, regarding Academic policies, practices, curriculum and assessments, which support the college's Indigenous initiatives in support of the centre's mandate.
- Reviews reports provided by Director, Indigenous Initiatives to the President and supports the presentation of this report to the Board of Governors.

Subcommittees and Working Groups

The Indigenous Strategy Advisory Committee may form subcommittees and working groups as necessary to address specific issues. These subcommittees and working groups shall draw upon members from the broader College community, as well as members from the Office of Indigenous Education & Services. The Chair of a subcommittee and/or working group shall be a member of the Indigenous Strategy Advisory Committee.

Membership

Divisional Representation

- Academics (2)
- Support Staff (2)
- Student Association (1)
- Director of Indigenous Initiatives (1)
- Indigenous Education & Services (4)
- Elder (1)
- Anti-racism (1)
- Representative from Student Success, union leadership (3)



Sponsors of this Advisory committee are AVP, Academic.

Chair: Director, Indigenous Initiatives. Director may delegate to a member of the Anti-Racism & Equity team.

Terms of Service

Standing Advisory Committee Positions should be reviewed every 2 years.

Continued membership must be reviewed by AVP, Academic and Director of Indigenous Initiatives.

Frequency of Meetings

Meetings should take place at least once per semester. Meetings are may have closed sessions to encourage frank deliberation and shall be at least once per term at a date and time set by the Director, Indigenous Initiatives in consultation with the Advisory Committee members. The length of meetings may vary depending on the agenda. Meetings will be open to interested community members and shall be advised with at least two weeks' notice. (We should have an opportunity for the community to participate in two town halls prior to the release of the formal strategy. a

- To assist in establishing the committee, for the first six to 12 months, meetings should occur every two months as the committee builds its foundation and work plan.
- On an ongoing basis, the committee is to meet at least once per semester. Each meeting will record the following:
 - Meeting Minutes, which be catalogued and made available (except for times where the meetings are in camera or training is occurring)
 - Attendee Participation
 - Subcommittee Meetings
 - Meetings of subcommittees or working groups that have been formed by the Indigenous Strategy Advisory Committee may meet at any time and at any location as agreed by the subcommittee members and are in addition to the regular meetings of the Indigenous Strategy Advisory Committee. These subcommittees will also record minutes and attendance.

Remuneration

- Participation on this committee is without remuneration. Indigenous Strategy Advisory Committee members shall serve without remuneration in money or time. That said, Managers will be asked to support employee participants in allowing them the time to attend meetings.



Nomination/Qualifications

- A college community member who brings understanding, lived experience, and subject matter expertise of the principles of Indigenous education, and who falls within the stipulated areas of representation shown above may be eligible for appointment to the Indigenous Strategy Advisory Committee.
- Nominations should be directed to the Sponsors of the Indigenous Strategy Advisory Committee.
- Employees and/or students participating on the Indigenous Strategy Advisory Committee college-wide policies.

Code of Conduct for Committee Members

The conduct of Indigenous Strategy Advisory Committee members shall be consistent with the following college policies, at a minimum:

- Human Rights Discrimination and Harassment Anti-racism office
- Sexual Assault and Sexual Violence
- Code of Conduct for Employees

or one of its subcommittees must be in good standing with the college and must conduct themselves in accordance with

- Conflict of Interest
- Prevention of Workplace Violence
- Privacy Policy
- Freedom of Expression
- Whistleblower Policy

Addressing Adverse Communications/Interactions

- Adverse communications or interactions will be addressed in consultation with the parties under the college's complaints resolution process for informal or formal resolution under applicable policy as appropriate based on status with the college.

<https://www.georgebrown.ca/sites/default/files/2020-07/Review%20of%20GBC%20truth%20and%20reconciliation%20and%20anti-racism%20and%20diversity%202019-10-08.pdf>