



**NORTHERN COLLEGE  
INDIGENOUS COUNCIL ON EDUCATION  
Minutes**

**Date:** October 12<sup>th</sup>, 2022 at 1:00 pm

**Location:** Ma-Mo-Kee-keh-Nah-No

**PRESENT:**

**Council:** Audrey Penner, Kylan Innes, Sharon Swanson, Jill Plaunt, Kim Bird, Lillian Trapper

**Resource:** Aaron Klooster, Trudy Wilson, Stephanie Tamming, Willard Small, and Joe Nakogee

**REGRETS:** Jennifer Constant, Joseph Nakogee, and Mitch Dumas

**GUEST:** Marlo Beaucage, and Dean Lessard

**MINUTES:** Armanda Sutherland

**1) OPENING**

- a) ACKNOWLEDGEMENT OF TERRITORY-Audrey
- b) WELCOME – Kim welcomed everyone and chaired the meeting.
- c) NEW MEMBERS- no new members

**2) AGENDA**

- a) MODIFICATIONS/ADDITIONS/DELETIONS
  - i. Add Secret Path Week Oct 17<sup>th</sup> – Oct 22<sup>nd</sup> – Kaylan
- b) ADOPTION

Moved by: Jill

Second by: Audrey

Motion: THAT the agenda for the Meeting of the Northern College Indigenous Council dated Oct 12, 2022 be adopted with revisions/with additions/as presented.

Carried

**3) STANDING ITEMS**

**APPROVAL OF MINUTES**

- a) MODIFICATIONS/ADDITIONS/DELETIONS
- b) ADOPTION

(Meeting Held on April 11<sup>th</sup>, 2021)

Moved by: Kaylan

Seconded by: Sharon

Minor change, misspelling of Kim Bird's name. Correction made.

Motion: THAT the minutes of the meeting held June 8, 2022, be adopted as presented.

Carried

**BUSINESS ARISING FROM MINUTES**

- a) **Global Diversity, Equity, and Inclusion Benchmarking Update** - Stephanie Tamming

- i. Second round just completed –different categories assigned to different groups associated with the college, include category for the Indigenous council.
  - ii. able to grade where the College is sitting at now and compare them back to the Ideal College Statement. Able to average out each of the categories from the first year to this year as a starting point.
  - iii. College just signed up for the 50/30 challenge which is an initiative between the Government of Canada, Canadian businesses and diversity organizations. The goal is to challenge Canadian organizations to increase the representation and inclusion of diverse groups within their workplaces, while highlighting the benefits of giving all Canadians a seat at the table. The goal is to have 50% women and/or non-binary people to sit on Canadian boards and/or in senior management. The second goal is to have 30% significant representation on Canadian boards and/or senior management.
  - iv. Had meeting with CiCan and was told our College was lightyears ahead of any of the other colleges.
- b) Elders on Campus – Trudy Wilson**
- i. College longer has a permanent position for an Elder, Elders from the community are called when needed; paid honorarium.
  - ii. Mary Jane is the Elder on call (currently on trail base out being Elder for Timmins Campus)
  - iii. Reach out to the Elders (Jeanette and Marilyn) based from Kirkland Lake and Haileybury campus to see if either of them would be willing to sit on the NCICE committee.
  - iv. Kaylan has list of Elders in Moosonee/Moose Factory – she will email list out to everyone once she has all the names compiled together.
  - v. What duties the Elder must do and/or what qualities are required to be Elder:
    - i. Need to nurture / connect with students
    - ii. Know Culture
    - iii. Appear in classes / MS Teams / Zoom
  - vi. Need to invite Elder for a sit down to determine if he/she are the right fit.
  - vii. Before next meeting could council members approach 3-4 Elders to ask if they would be willing to sit on committee. Would like to have the individual to be a Residential Survivor, or have first hand experience, not just from Teachings.
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- viii. Ideal College

#### **4) NEW BUSINESS**

##### **a) How to make a more welcoming, safer environment for Indigenous students**

- students have been experiencing racial slurs from their professors. Students need a place where they can feel safe enough to come forward speak about their negative experience. Kaylan would like a way to speak to Indigenous students who have experience negative remarks from their professors. To accomplish this, Kaylan will speak to Joe and NSA (Native Student Assembly) to come from a student's perspective and to work with other student to accomplish her goal. Students will have the opportunity to be provided Kaylan's email to build her network that way. Audrey also recommended Kaylan link with the student rep. on the Board of Governors.



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**a) Secret Path**

- the Secret Path is through Gord Downie & Chanie Wenjack Fund, a national charity aimed to build Indigenous cultural understanding and create a path towards reconciliation between Indigenous and non-Indigenous. Kaylan would like to share a presentation on what the program is. Kaylan will create a PowerPoint presentation that can be displayed on the TVs throughout the college. Kaylan will send PowerPoint presentation to Stephanie.

**b) Affirmative Action Statement on Job Postings for faculty – Stephanie Tamming**

- i. College currently has this statement on their applications for job: posting current for faculty - as part of the College's affirmative action program to increase the number of Indigenous academic employees Northern College welcomes applications from qualified Indigenous applicants. There is recommendation of changing the wording to state: 'As part Northern College's action on reconciliation, it wishes to increase the number of Indigenous academic employees We encourage applicants who identify as Indigenous to apply for this and other positions with us'.
- ii. New wording needs to be done to make the statement sound like we want to encourage Indigenous applicants, not that we HAVE to.

**c) Indigenous Culture and Awareness Course - General Elective/Mandatory – Marlo Beauchge & Dean Lessard**

- i. 440 students in 14 sections (appx. 30 students/section), are taking this course with 8 facilitators who are all Indigenous, they may not all be teachers but have enough Indigenous knowledge/background for this particular course. Marlo, who is a coach mentor and works with facilitators each week and goes over what is upcoming in the following week.
- ii. Each week the students have a higher learning in regards to our historical timelines and
- iii. on the truth of our history in a healthy, gentle way.
- iv. Every week students post on their discussion boards, almost like a journal. This is where the students demonstrate their knowledge and comprehension.
- v. The final assessment/evaluation the students will complete Capstone project of their own choice that will consolidate their learning, what have they learned

**5) RESOURCE REPORTS**

- a) Willard Small, Student Advisor Moosonee
- b) Monique Lafond, Student Advisor Kirkland Lake and Haileybury
- c) Joe Nakogee, Student Advisor Timmins

**6) EXECUTIVE REPORTS**

- a) Audrey Penner, President & CEO
- b) Aaron Klooster, Vice President Academic & Student Success
- c) Mitch Dumas, Vice President Corporate Services
- d) Susan Hunter, Chief Cultural Officer

**7) MEETING CONCLUSION**

- a) CLOSING COMMENTS – Stephanie gave an update on the statues, the artist has finished all pieces and has sent them to the foundry, working on casting them. Statues will be on site on March 31, 2023
- b) FUTURE AGENDA ITEMS
  - a. Finding committee members to fill in the open seats.
- c) NEXT MEETINGS - January 18, 2023; April 12, 2023; and July 12, 2023 – all at 1:00 PM