



Northern College
Indigenous Council on Education
Minutes of Meeting held March 20, 2017

Present: Dorothy Larkman, Chair, Indigenous Council
 Fred Gibbons, Northern College President, Indigenous Council Member
 Lillian Trapper, Open Seat, Indigenous Council Member
 Melody Chislett-Morris, Métis Nation of Ontario, Indigenous Council Member
 Ken Neegan, Open Seat, Indigenous Council Member
 Monda Qua Tomagatick, Student Representative
 Irene Tomatuk, Mushkegowuk, Indigenous Council Member

Resources: David Faries, Elder on Campus
 Audrey Penner, Vice-President, Academic and Student Success
 Lynn Berthiaume, Executive Director, Student Services, Institutional Research and Registrar
 Jennifer Nadeau, Indigenous Student Advisor
 Joseph Nakogee, Indigenous Student Advisor
 Kathy Gagain, Recording Secretary

Regrets: Kathy Cheechoo, Open Seat, Indigenous Council Member
 Micheal Miller, Open Seat, Indigenous Council Member
 Veronica Nicholson, Open Seat, Indigenous Council Member

Agenda Item	Action
<p>1. Opening</p> <p>(a) Acknowledgement of Territory</p> <p>Dorothy acknowledged the territory.</p> <p>(b) Opening Prayer</p> <p>Ken said the opening prayer.</p> <p>(c) Introductions</p> <p>Dorothy welcomed the new student representative, Monda Qua Tomagatick. Everyone introduced themselves.</p> <p>Welcome and Update – Fred Gibbons, President Fred provided a brief update on Northern College, noting that next week is the end of March and the end of the fiscal year. Fred anticipates the budget should be balanced or end with a small surplus.</p>	

The Fiscal 18 goes to the Board for approval in May. All indications are that they will be presented with a balanced budget.

With regard to the Strategic Mandate process, Fred noted that the College received the finalized templates and are expected to provide a working draft by April 3rd, with a view to having the Ministry sign off by the end of June. This is the second agreement that we have signed. As the province is moving to more of a performance based funding, we are going to establish some metrics for ourselves to see how we perform; this is to prepare for the future.

Lastly, Fred referred to the Community Connect Sessions, set up so the College can hear from community members and employers. The sessions will focus on how Northern is meeting the community's need and whether there are things that can be improved and done differently as the College moves towards its next milestone. Sessions will be held at the following locations:

Timmins Campus (Quill Lounge): Monday, March 20, 2017, at 4:30 p.m.

Kirkland Lake Campus (Cafeteria): Tuesday, April 4, 2017, at 4:30 p.m.

Haileybury Campus (Room C220): Wednesday, April 5, 2017, at 4:30 p.m.

2. AGENDA / MINUTES/BUSINESS ARISING

(a) Approval of Agenda

The agenda was reviewed and approved as presented.

Moved by: F. Gibbons

Seconded by: L. Trapper

THAT the agenda of the Northern College Indigenous Council on Education dated March 20, 2017 be adopted as presented.

Carried

(b) Approval of Minutes

Meeting held January 10, 2017 and February 14, 2017

The minutes of the meetings held January 10, 2017 and February 14, 2017 were reviewed.

Moved by: K. Neegan

Seconded by: F. Gibbons

THAT the minutes of the Northern College Indigenous Council on Education meetings of January 10, 2017 and February 14, 2017 be approved as presented.

Carried

(c) Business Arising

Elders Conference

Discussion occurred with regard to Northern College hosting an Elder's Conference in Timmins. The following points were noted.

- Try to make the link between communities and Elders, perhaps we can pull the Elders in that would help us find the links to the culture.
- Nishnawabi Aski Nation having a chiefs meeting? The Elders are invited at that time and perhaps we could work together?
- Perhaps Elders could have a role in providing Indigenous content into the curriculum
- Kathy will look for a summary document that was prepared by Steve Carleton so that this could be used as a beginning.
- Bring in the department heads. We can also get the input of the Elders as to what is required to make Northern College better for the students and the communities.
- Elders would be able to help with environmental, mining and social issues.
- Bringing back the language is one of the pillars in the Manitoulin Island.
- Sacred items in the tipi were not stored properly.
- Irene will share feedback at the next meeting on the Great Moon Gathering as it will be approved in May. Refers to workshops and what educators would like to see.
- Monda thought that all the different Elders would certainly have different perspectives. She thought that David did an excellent job at the campus here, having heard him come to the program at times to speak to the students. She learned a lot.
- What is an Elder – all about knowledge holders. Could be formal education or teachings from families and communities. Age has no bearing.
- How do we validate some of the curriculum we are teaching relative to the culture?
- How do we engage more youth to study at Northern College?
- If we organize the Elders conference, what would the purpose be?
- How do we engage our young people? The youth will honour and respect the Elders and draw them in.
- Ken suggested that perhaps Marie Battiste from the University of Saskatchewan could be of assistance and thought that it might be easy for Northern College to establish a partnership with Saskatchewan Federated College to quickly begin to offer Indigenous specific programming.

Kathy

Irene

At the end of the discussion, it was agreed that a team of people will meet to develop the Gathering. The subcommittee to work through the ideas include: Melody, Kathy, Joe, Dorothy, Lillian.

Fred recommends that the subcommittee outline the goal of the conference first.

Prestige Stoles

Council looked at the sample provided and thought that something more culturally relevant might be better.

At Irene's suggestion, the lanyards used during the Great Moon Gathering were displayed.

It was agreed that 5 custom prestige stoles would be made, using hide and beadwork. One of the flowers on the stole will be representative of the Métis culture. Irene will identify experienced beaders and Kathy will work on this.

3. RESOURCE REPORTS

Diane Ryder, Moosonee Campus Manager

On behalf of Diane, Christine Heavens noted that:

- Office Skills Program, Admin Assistant - ends end of Jan. As a result, some of the students are moving into the Adult Literacy Program to better their skills.
- Moose Factory - 22 Week Multi-Skills Mechanical for Youth - 5 weeks of each welding, small engine, auto mechanics. Core of trade readiness and a placement.
- Provincial Committee - Indigenous Student Retention Program - 8 colleges involved. Confederation College is looking to better build articulation agreements with other colleges and universities. Services for retention are being reviewed to see how student supports can help retain the student who may transfer.

It was noted that the ACE program is still being referred to as grade 12 equivalent – it is not a high school diploma equivalency – must be advertised correctly.

Christine

Willard Small, Indigenous Student Advisor

Although Willard was unable to attend, he provided the following notes and Kathy read them on his behalf.

- Community visits: January/February - Forth Albany, Kashechewan and Attawapiskat.
- High school visits and presentations in each community, mainly to gr. 11 and 12's.
 - Presentation on programs, services, requirements etc. exploring the college website.

- Pathways, applying to college, funding sources, OCAS.
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- Career Fairs, Feb. 22nd to 24th - Moosonee and Moose Factory (committee member, co-organizer)
 - Feb. 22nd - NLSS Moosonee – day event, with presentations
 - Feb. 23rd – DDECS Moose Factory – day event, with presentations
 - Feb. 24th – Northern College, Moosonee – ½ day, event open to the public.
 - Over 200 high school students
- Grade 12 students from Kashechewan and Attawapiskat tour Northern College
 - March 6th – 9th Moosonee, Kirkland Lake, Haileybury and Timmins.

Christine Heavens

Christine highlighted the following activities:

- DDACC – First program in this fiscal year had with 1 indigenous student from Moose Factory out of 10 students. He was hired at graduation by an Indigenous owned drilling company. Next intake starts this January and we are expecting another student from Moose Factory. We have two other applicants who are from other Indigenous communities who are working with our Indigenous Student Liaison Officer. Funding for local students to take the program has been a challenge, sometimes with caps to the funding being provided.
- Nunavut update – in 2016-2017, Northern College offered the following training to Inuit students in the Hamlet of Arviat and to Inuit employees at the Agnico Eagle Mine – Meadowbank Mine site in Nunavut:
 - 3x 1-week courses of The Gift of Self-Esteem = 28 students. We are planning to offer one more session to 10 students before the end of fiscal.
 - 3x 3-week courses of Work Readiness Training = 45 students. We are planning to offer two more sessions to 30 students by the end of fiscal.
 - 1-week seminar in Artistic Welding = 7 students
 - 1x 8-week Mechanical Welding Trade Readiness program = 8 students
 - Numerous staff skills assessment and professional development seminars in Time Management, Running Meetings, Presentation skills, Communication in the workplace. These were delivered to Hamlet of Arviat Staff working for the municipality. Offered to 9 staff members. We are planning another week of training before the end of fiscal year ends.
 - Customer Service seminars will be offered throughout a week to a number of Inuit employees working for numerous businesses and organizations in the Hamlet of Arviat with one seminar geared to youth. This will be held before the end of fiscal year.

- Meadowbank Mine:
 - 6 delivery of a 1-week Work Readiness training course were offered throughout 6 different communities in Nunavut = total of 68 students were reached. This course is a pre-requisite for any Inuit interested in working for Agnico Eagle Mine operations. Planning another 6 before the end of fiscal year to the same communities.
 - Offered 2x 7-day Fundamentals of Industrial Mechanic courses to Inuit employees of the Meadowbank Mine

** there is a waiting list for Work Readiness Training in the Hamlet of Arviat (close to 100 applicants for 30 seats last Fall)!

Total of Inuit students reached= 179 and counting!

- Developed a Accounting I and II for First Nations - request from Quebec First Nation organization so developed for them but anticipate that we will open this offering this spring. Geared towards book keepers working in First Nations. 100% online with all FN examples. Facilitated training.
- Submitted half a dozen applications with First Nations and FN organizations for funded programming . No word yet but we have heard that the AEDF is coming back out April of this year with a 7 year commitment.
- Successfully ran several training programs / workshops in Sioux Lookout in partnership with Lac Seul First Nations. We've mentored their training team along the way and anticipate their continued success to bring additional training opportunities to the communities they serve. Training has included Security Guard, Conflict Management, Mental Health First Aid, Customer Service and much more.

Jennifer Nadeau, Indigenous Student Advisor – Kirkland Lake & Haileybury

Jennifer reported on the student focus groups held in January. Members were reminded that the focus groups came about after the student survey did not have enough participation to get concrete results. A copy of the full summaries of each of the groups held is attached for your information.

Dorothy asked how it went; Jennifer was pleased at the turn out. She found that the students were well spoken and gave their honest feedback.

Dorothy appreciated hearing Jennifer's report, especially after the Examining Ourselves report.

Jennifer further noted that cross cultural events happening at each campus. One student joined the mainstream student council and has suggested different events, like

having Indian Tacos, etc. The Indigenous and Non-Indigenous students are pleased to get to work together.

Ensure that the recruiting process is going hand in hand with regard keeping programs open. Last year, the RPN program was cancelled and students lost their funding. It was suggested that discussions with Weeneebayko to form some type of partnerships might help with this program.

4. NEW BUSINESS

(a) Terms of Reference/Use of Alternates

Council agreed to keep the terms of reference as is and be active in recruitment.

(b) Indigenous Student Demographics

Lynn explained that every year, we provide Indigenous student demographic information showing the past three years. This happens on November 1st to give us an overview of our students.

Melody asked what Northern College is doing to reach out to Métis students and attract them to Northern?

Lynn will check to see and asked if there was anything that you might suggest we do?
Melody noted that some schools are asking in their recruitment process if is anyone might be Métis and that for Métis people, signs and symbols are something they identify with and feel safe.

Lynn

Dorothy asked if we could get some statistics on the number of students that graduate.

Lynn

Ken asked if the College used these statistics to evaluate how well we are doing against our goal. Lynn confirmed that we certainly use statistics in anything we do and that on a monthly basis, we look at the progress made towards meeting the goals in our business plan.

(c) Northern Policy Institute Intern Research Project Results

Dorothy noted the comment about racism in Timmins and asked members how can we help out with this.

Council members were asked to read this report though so we can be prepared for discussion at the next meeting.

All

(d) New Cultural Awareness Training for Employees

Council members were advised that all new full-time employees complete an on-line module for Cultural Awareness Training. Licensing is expensive and the College wants to expand the training not just for new full-time employees but for all employees.

A training module will be developed by the College. There will be something for viewing at the next meeting and will include information on the areas of each campus of the College.

Mike

(e) Membership – Recruitment to Fill Vacancies

Dorothy has noted that the new person has been hired at Wabun (starting today) and will be available to come to the next meeting.

Ken has talked to Mattawa, and will keep following up.

Ken

We will wait until the Elders conference to determine the Elder positions.

(f) Review of Traditional Territory Acknowledgement

Initial comments on this item included:

- Acknowledge the shared traditional territories.
- Include the 17 communities listed on our fact sheet, with Métis added.
- Melody will find out how to acknowledge the Métis.
- Provincial Territories Organization is a good source of information.
- David was asked his thoughts. He thought that there was no owner of the land – we are only caretakers of the land.
- I acknowledge the traditional Indigenous caretakers of this territory.

This will be placed on the next agenda.

(g) Northern Colleges Collaboration Project – Presentation

Deferred.

(h) Other

Kathy invited Lillian to the Pow Wow meeting on Wednesday.
Ken asked that something be done with regard to the missing and murdered Indigenous women at a future powwow.

It was asked if a course can be offered as an elective about bush-based learning. How can we do that? What would this look like? Ken thought it would be good if all students experience a sharing circle. This program would teach students about the possibilities.

David would like to see us have a big workshop just like the Great Moon Gathering and we could have all kinds of workshops.

6. MEETING CONCLUSION

(a) Closing Comments – Dorothy Larkman

Dorothy thanked everyone for coming and for presenting reports so well. She encouraged member to talk to others who may be interested in the Council to submit their names.

Dorothy asked if there was anything that the Council wanted to be brought up to the Board of Governors, to let her know.

David thought that faculty should know how Indigenous Peoples were brought up.

Lillian wondered if the First Nations communities who have signed agreements with industry for education and training – how could the youth be better prepared to work? Employment and Training is a norm in IBA's. Fred noted that it must be a solution that Northern College can be a part of. What questions we can ask the First Nations?

(b) Future Agenda Items

Elders Gathering
Indigenous Territory Introduction
Cultural Awareness Training

Vacancies on Council
Northern Policy Research
Northern Colleges Collaboration Project - Presentation

(c) Next Meeting

Tuesday, June 27, 2017 at 11:30 a.m.
