



NORTHERN COLLEGE INDIGENOUS COUNCIL

Minutes

Date: October 26, 2018

11:30 a.m.

Prestant : D. Larkman, F. Gibbons, L. Trapper, L. Flood, A. Commando-Dube, M. Verreault, S. Nate, K. Gagain and K. Neegan,

Resource : L. Campbell, C. McEachern, T. Wilson, A. Danchuk, D. Faries

Regrets : K. Cheechoo and V. Nicholson, A. Penner, J. Nakogee, D. Ryder and C. Heavens

1. OPENING PROCEDURES

(a) ACKNOWLEDGEMENT OF TERRITORY- D. Larkman, Chair

Dorothy acknowledged the territory of both Timmins and Kirkland Lake where she was videoing from.

(b) OPENING PRAYER – D. Faries, Elder

David gave an opening prayer.

(c) INTRODUCTIONS – D. Larkman, Chair and F. Gibbons, President

Dorothy introduced new members Anne Commando-Dube, portfolio title of education in grade school and high school areas. Anne takes care of the Wabun territory. Anne thanks Dorothy and shared that she has been a distance education coordinator for years and has accreditation with Brock University.

Dorothy then introduced Kathy Gagain, retired employee from Northern College Kathy has returned as a PSW student. Kathy has applied to be our student representative on council.

Fred introduced Cam McEachern, Executive Director of Student Services, Institutional Research and Registrar. Cam holds Lynn Berthiaume's portfolio with the addition of Indigenous Services.

Fred then introduced Laurel Campbell, Vice President of Finance and Administration. Laurel has filled Mike Baker's portfolio with the restructure of moving Indigenous Services outside of the portfolio.

Fred also introduced Trudy Wilson, the successful candidate for the New Manager of Indigenous Services and Initiatives.

(d) WELCOME – D. Larkman, Chair

Dorothy welcomed everyone and stated she is glad for safe travels. It is noted that Sharon will be in at 12:30 pm and we'll have quorum at that time to vote on items.

(e) WELCOME AND UPDATE – F. Gibbons, President

Fred recognized that there are new people and it will be interesting how we will go ahead. Fred is looking forward to working together and welcomed everyone to the meeting.

Fred provided an update on the financial audit. It has been presented to and accepted by the Board of Governors. Northern College completed the last fiscal year with a surplus. The new operating budget has been approved by the Board for the next fiscal year.

There was a large intake of International students last May, 40 of whom were in Business. The new academic year is showing a decline in domestic students. This has been assessed on where issues and problems are and steps have been taken to mitigate so these issues don't occur next year. Northern College is successful attracting international students. The 500 international students more than offset the loss of domestic students. The increase of international students appears to be a trend across Canada and we are hoping to see growth in January and May of next year.

Next week Northern College celebrates the Grand Opening of the Integrate Emergency Services Complex (IESC). The IESC houses Police Foundations, Pre-Service Fire Fighter and the Paramedic programs. Partners involved in the IESC are the District Ambulance Services (East End Station) and the Whitney Fire Hall. The Fire Hall will be relocating sometime between December 2018 and January 2019 as the wait for final aspects of construction to be completed. The Health Sciences Northland Based Ambulance Support is also a partner. They provide in service training for paramedics and paramedic students write their final exam through them. The IESC gives opportunity for students to learn and obtain placements and employment. The Grand Opening begins on Monday October 29 and runs until Wednesday October 31.

Fred shared that he just returned from Australia where Northern College was presented with a silver award for virtual reality and adding it to curriculum. Being recognized on the international stage for this was a humble experience.

The Quality Assurance audit will be taking place on November 5th and 6th. A third party will be coming to Timmins to review 6 of our programs. 4 of these were selected by them and 2 were selected by Northern College. This audit takes place every 5 years and takes place at all colleges. From this audit we will gain valuable information. The report will be available early in the new year and we will be able to pause on the recommendations and begin to work on implementing them.

Municipal elections were held and Timmins has a new mayor, George Pirie. George also sits on our Board of Governors and will be sworn in as Mayor of Timmins in December.

2. AGENDA**(a) MODIFICATIONS/ADDITIONS/DELETIONS**

6 (c) Meeting Set-up moved to item 3 on the agenda. Dorothy would also like to add outstanding items.

(b) ADOPTION

Moved by: K. Neegan

Seconded by: L. Flood

Motion: THAT the agenda for the Meeting of the Northern College Indigenous Council dated October 26th, 2018 be adopted with revisions. Carried

3. MEETING SET-UP – D. Larkman

At the January 24th meeting, it was decided that council would sit in a circle with no table for one more meeting before voting on the permanent set-up. During this time, it is being asked for individuals to vote to continue with the old set-up or adopt the new set-up.

Discussion took place over needing a table to eat off of. Lillian expressed that she would be more comfortable with a table.

Laura asked about stackable chairs with side tables.

Stephanie will provide a quote at the next meeting. Voting has been deferred until then.

Moved by:

Seconded by:

Motion: THAT the council approve the new set-up of sitting in a circle with revisions/ as presented.

4. TERMS OF REFERENNCE – D. Larkman, *attachment*

Dorothy deferred the Terms of Reference until Kathy returned back from class.

5. COUNCIL DIALOGUE WITH SENIOR MANAGEMENT

a) Christine Heavens – Executive Director, Community Business Development and Employment Services (Laurel on behalf of Christine)

MIHR has offered for the northern Training Division (NTD) to participate in two pilots which include the Mining Essential Program with some tweaks to the curriculum. One partner is secured for an offering with Detour in Moose Factory in the new year and the second offering under consideration by another partner mine.

Borden lake Underground program has had tremendous success with 5 intakes scheduled this fiscal. This program is specifically in partnership with Chapleau Cree and Brunswick house First Nations. To date, 100% of the graduates have been employed.

The Diamond Driller Assistant program is running in KL with 7 students currently, and more than half being Indigenous.

Employability Skills was offered in the Chapleau area again through a partnership with Borden Lake.

The Fort Albany and Kashechewan access center opening will be Nov 7 and 8. These locations have been welcomed additions to the communities and provide wrap-around supports to community members looking to work, or achieve educational goals.

- b) **Audrey J. Penner – Vice President, Academics – *regrets***
- c) **Cam McEachern – Executive Director of Student Services, Institutional Research and Registrar**

Cam expressed that the key thing on his radar is enrollment numbers at college. Enrollment is at a decline of 960 domestic students this year. However, International enrollment has increased significantly. Gradually growing from 33 to 62 to 74 to 47 students this year. Most of the international students are at our Timmins campus and most of the East Indians have come from Prinja.

There has been significant change in the number of programs and classes providing support for these students. We are currently contemplating admin adjustments to relatively moderate intake in January.

In connection, the number of Indigenous students who self-identify has decreased from 13% to 10% this year. However, the head count of self-identifying students may not have declined because we have higher enrolment numbers this year.

Cam brings attention to the Strategic Enrollment Mandate (SEM). SEM is a type of practice of giving very careful process to business plan. This practice has become increasingly wide spread. All colleges in Ontario are giving it attention to some degree. Northern College created an SEM plan.

With Cam being new he expressed that he is seeing a lot of objectives that seem to be very appropriate and he feels that Northern College is making progress on them. Cam will lead discussion with key stakeholders in the College Community to further discuss on ways to improve. What we will probably do is continue on with the current plan and give it time for completion and have the opportunity to see impact. The goal is to articulate in a more fulsome way as to what our college mission really stands to be in our communities and find a way to translate this to staff in order to shoot for goals.

Cam will look into whether there has been an increase in Indigenous students across the province. There is certain interest in attracting students from the coast and compiling information will take time, a year for implementation, a year for response and a year for developing trend.

6. STANDING ITEMS

(a) RESOURCE REPORTS

- 1. Diane Ryder, Campus Manager – *regrets***
- 2. Amy Danchuk, Indigenous Liaison Officer**

Northern College hosted the Kashechewan evacuees for dinner as well as games/activities including movies. The event went over well.

The Northern Training Division (NTD) delivered Mental Health First Aide – First Nations Edition to a group in Kirkland Lake. This 3day training will be incorporated into their programs moving forward.

There is a new digital campus course being offered titled Intro to Financial Accounting for Indigenous Communities. Currently there are 18 students enrolled and they have until December 31, 2018 to complete the course. NTD is looking for feedback from this group and they would like to offer the course as a continuous intake as well as incorporating the course into other digital campus courses. This course can be a transfer credit for the Business Fundamentals Program.

Back in August, Northern College partnered with the Outland Youth Employment Program alongside Temagami FN. Northern College hosted 22 students for Science Week. The group spent 3 days in Timmins for hands on learning in Residential Wiring, Police Foundations and Firefighting. They also spent 1 day at the Kirkland Lake campus learning about Water Treatment and Welding, and then another day in Haileybury learning about Vet Sciences.

At the end of the week, surveys were done and 9 of the 22 students said they were interested in follow up from Northern College which has been completed.

Amy has taken on the Nunavut portfolio and the MOU from May to October for Aglu Consulting and Training has finished. 1 week session in Nunavut were offered to different communities. In all, 150 people have been trained for Job Readiness in the mines. We will be starting up again in November until March.

Amy shared that there has been more traffic in requests to bring post-secondary programs into the communities and the NTD is working on this.

3. Trudy Wilson – Indigenous Services Manager

- a. Elders Gathering** – David would like to meet with other campus elders once per semester.
- b. Cultural Awareness Training** – Trudy has compiled a list of headers and modules. She has asked everyone to pick one in their entirety or highlight important topics and email your suggestions to her by November 15th. From there, Trudy can start working on the development of the Cultural Awareness Training. There may be an opportunity for Northern College to work with the City of Timmins to bring Cultural Awareness Training to City staff. Melanie will follow up with Trudy.
- c. Policies and Procedures** – Trudy would like to create a Policy and Procedure for Elder's requests. The idea is to have requests flow through Trudy.
- d. Building a Strong Fire** – Within this document there are 4 pillars that Trudy focused on. Trudy is currently doing an audit on how Northern College measures up to these 4 pillars with the goal of determining where our focus needs to be.

Dorothy noted that it needs to be made clear on future agendas Cultural Awareness Training and Cultural Course are two separate topics.

4. Joe Nakogee – Indigenous Student Advisor – *regrets*

(b) APPROVAL OF MINUTES**(Meeting Held January 24th, 2018)**

Moved by: Fred Gibbons

Seconded by: Melanie Verreault

Motion: THAT the minutes of the meeting held January 24th, 2018 be adopted as presented.

Carried

(Meeting Held May 11th, 2018)

Moved by: Fred Gibbons

Seconded by: Ken Neegan

Motion: THAT the minutes of the meeting held May 11th, 2018 be adopted with revisions to 3 b, first paragraph, replace got with go.

Carried

(c) BUSINESS ARISING FROM MINUTES**1. TERRITORY ACKNOWLEDGEMENT – F. Gibbons**

The idea behind this is to create a more fulsome territory acknowledgement for Northern College. Discussion took place where several ideas were passed around. Trudy will develop a draft and email these out for review. The finished drafts will be brought to the next meeting for a vote.

2. OUTSTANDING AGENDA ITEMS

Dorothy has compiled a page and a half of items. It was decided that the list will be forwarded to Trudy to determine what items have been completed. For the remaining items, Stephanie will develop a scoring sheet where the committee can determine where items should be placed by priority.

7. NEW BUSINESS**(a) REVIEW OF B-3 RELATIONSHIPS WITH INDIGENOUS PEOPLE AND COMMUNITIES POLICY – F. Gibbons - *attachment***

This policy is up for review with the Board of Governors. Fred has asked that everyone take home for review and provide their feedback. Comments will be brought back to the table at the next meeting.

Moved by:

Seconded by:

Motion: THAT the B-3 Relationships with Indigenous People and Communities Policy be approved with revisions/additions/as presented. - *Deferred*

(b) LAPTOPS – D. Larkman

Cam provided information to Council on the Post-Secondary Education Funding for Aboriginal Learner. (PEFAL). With the new government in place, PEFAL funding has been put on hold for a period of review. To date, the Government has not issued any communication on when the PEFAL funding will be released. As a consequence, Northern College has had to stop funded activities where we can. Laptops being one of these.

In the matter of spending further on laptops, it is wise to identify who needs one but we need to postpone the purchase until a clear picture of funding has been painted.

Dorothy expressed her concern and feels that prioritizing activities will be important task to complete if PEFAL funding is cut back. This potential cut-back will also effect the Council and how their work is done.

8. MEETING CONCLUSION**(a) CLOSING COMMENTS**

Ken questioned how Northern College is moving forward with their policies and procedures now that cannabis has been made legal.

Cam noted that we started to look into this last spring and a number of colleges are taking different approaches. After reviewing our current policies, in a strict sense, our needs are well covered and we are currently not changing policies and procedures as we feel they are sufficient. However, we will monitor situations and if a need arises for a new policy and procedure, we will address the issue.

Ken expressed that we should be training Northern College staff to recognize impairment.

(b) FUTURE AGENDA ITEMS**(c) NEXT MEETING**

Stephanie will send doodle poll out to determine a meeting date in January 2019 and then again for spring.

(d) CLOSING PRAYER

David provided a closing prayer.