

Executive Summary

Purpose

This *Laurentian University (LU) Indigenous Programs Strategic Business Plan Report* (Plan) identifies a feasible plan for LU to achieve the goals of LU's Indigenous Programs' faculty, staff and the Laurentian Native Education Council (LUNEC) over the next five (5) years. It is intended to ensure that the priorities of Indigenous Programs' faculty, staff and LUNEC are included in LU's overarching Strategic and Transformation Plan as an institution.

Approach & Process

The approach:

- starts with Community voice,
- is collaborative with Indigenous Programs' faculty, staff, LUNEC, as well as community and organizational partners,
- is iterative, and
- is aligned.

The process involves a:

- document scan,
- strategic planning session, and
- online collaboration to co-develop the plan.

Recommendations

Below is a summary of the recommended strategic directions and outcomes for each strategic priority area.



Staffing: LU will hire and retain First Nations, Métis, and Inuit (FNMI) faculty and staff across departments and in leadership roles who can help Laurentian to achieve its Indigenous programming and research goals.

- Adequate staffing for all Indigenous Programs, including Bachelor of Indigenous Interdisciplinary Studies (BIIS), School of Indigenous Relations (SIR) and the Maamwizing Indigenous Research Institute (MIRI).
- Equal access for Indigenous staff working directly with students to relevant LU student platforms.
- Pay equity comparable to all LU staffing areas and Indigenous positions across other post-secondary institutions in Canada.
- Indigenous identity policy to address Indigenous fraud.
- Human Resources (HR) policy that supports dedicated recruitment and retention of Indigenous hires.
- Hiring practices and policies that refrain from discriminating against Indigenous hires.



Programs: LU will develop and deliver programs and degrees that build on our unique strengths and respond to the needs and interests of local First Nations, as well as the local urban FNMI community.

- Indigenous, Equity, Diversity, and Inclusion (IEDI) included in LU Degree Level Expectations and Learning Outcomes.
- A plan to launch LU's Bachelor of Indigenous Interdisciplinary Studies Degree by 2025.
- A plan to launch the Master of Indigenous Social Work Degree by 2028.
- A plan to explore and develop an Indigenous PhD program.
- A plan to explore a Bachelor of Education Degree with an Indigenous Teacher Education Program (ITEP) Focus.
- Discussions initiated with senior leadership regarding tuition waiver for qualifying Atikameksheng and Wahnapiatae Anishinaabek.



Research: LU will establish itself as a leader in Indigenous research through the MIRI in partnership with local First Nations, as well as the local urban FNMI community.

- MIRI is a destination for FNMI Indigenous research and scholarship in Canada.
- A MIRI space is established at LU for students engaged in Indigenous research.
- Significant grants and Research Chair funding dollars are secured at LU to support Indigenous research.



Facilities/Space: LU will transform into a safe and engaging space for FNMI students, staff and faculty to share knowledge together.

- Suitable facilities and spaces, including contiguous spaces on the second floor of the R.D. Parker Building.
- Cultural spaces (FNMI), including Indigenous learning spaces exist at LU beyond the Indigenous Sharing and Learning Centre (ISLC).
- Clear protocols for the use of Indigenous sacred spaces.
- Safe learning spaces throughout LU.
- Indigenous Programs to be included in facilities and space planning.