



Truth and Reconciliation

Report Card



Laurentian University
Université **Laurentienne**



Indigenous Programs
Programmes **Autochtones**

Truth and Reconciliation at Laurentian University

INSTITUTIONAL REPORT CARD

September 30, 2022

As a broad community consultation that included members of the Laurentian University Native Education Council (LUNEC) and over sixty institutional leads from across the university, the Truth and Reconciliation Task Force (TRTF) was established in the fall of 2018 in direct response to the 2015 Truth and Reconciliation Commission's Calls to Action.

Established in 2021, the Truth and Reconciliation Task Force Implementation Committee (TRTF-IC) is responsible for overseeing the fulfillment of the Task Force's recommendations. This institutional report card was collectively determined on Sept 30, 2021 by over forty Laurentian University community members on the inaugural National Truth and Reconciliation Day in Canada.



Truth and Reconciliation Task Force Implementation Committee

As a sub-committee of the Laurentian University Native Education Council (LUNEC), the Truth and Reconciliation Task Force Implementation Committee (TRTF-IC) is representative of the broader Indigenous education community at Laurentian University and is responsible for overseeing the fulfillment of the ten Task Force recommendations.

The TRTF-IC membership includes:

- Associate Vice-President of Academic and Indigenous Programs (*AVPAIP*)
- (Chair) Truth and Reconciliation Coordinator (*Office of the AVPAIP*)
- Director of the School of Indigenous Relations (*SIR*)
- Director of the Indigenous Sharing and Learning Centre (*ISLC*)
- Director of the Maamwizing Indigenous Research Institute (*MIRI*)
- Laurentian University Native Education Council (*LUNEC*) Representative
- Indigenous Student Representative
- Indigenous Community Representative
- One Dean representative (*Remaining Deans as non-voting resource persons*)
- Executive Team Representative (*Non-voting resource person*)
- Equity, Diversity and Human Rights Office Representative (*EDHRO*)
(*Non-voting resource person*)

Grading Legend:

- Fantastic! Wow! Keep up the good work!
- We are making important strides, let's keep moving in the right direction.
- This needs more attention; we need to find ways to better prioritize this recommendation.
- We must not forget about this recommendation, it is critical to meaningful truth and reconciliation at Laurentian.



Truth and Reconciliation Report Card

Recommendation

#1.1

A Formal acknowledgement of the land at entrance to the University

Progress to Date

**Action Oriented Response on Land Acknowledgment:
The Dibendaagziwin Land and Water Caring Committee**
The formation of the Dibendaagziwin Land and Water Caring Committee was formally supported by the Executive Team of Laurentian University and was officially announced on Earth Day, April 22, 2022. The Dibendaagziwin committee is an Indigenous led and ally supported land and water stewardship committee here on campus.

In collaboration with City of Greater Sudbury's Re-greening Program, Dibendaagziwin committee members with student and faculty volunteers, planted 1,000 trees along Sophie's Loop ski trail on Indigenous People's Day June 21, 2022. Semma was accepted by Elder Lorne Bob as Committee Lead.

Notes of appreciation to:
Association des étudiantes et étudiants francophones (AEF) for the flag raising ceremony; which included the Anishnabek flag and the recognition of Anishnaabe land.

Outstanding Work

Review and update Land Acknowledgement

Formal acknowledgement of the land at entrance to the University

Who is Responsible

AVPAIP
TRTF-IC
LUNEC
ET



Truth and Reconciliation Report Card

Recommendation

#1.1/2

Respectful inclusion of Anishnaabemowin in keeping with the TRC Call to Action 13, 14, and 15 Anishnaabemowin program with connections to community

Trilingual language and Anishnaabe translation policy

Anishnaabemowin framework, language centre and institute

Progress to Date

Indigenous Course and Program Development Strategy (2021-22)

- INDI 2505 Anishnaabemowin Land-Based Immersion: Waabanong: The Eastern Direction
- INDI 2515 Anishnaabemowin Land-Based Immersion: Zhaawanong: The Southern Direction
- INDI 2525 Anishnaabemowin Land-Based Immersion: Bngishmok: The Western Direction
- INDI 2535 Anishnaabemowin Land-Based Immersion: Giiwednong: The Northern Direction
- INDI 4594 Anishnaabemowin Land-Based Immersion: At the Center: Shkode
- INDI 1001Anishnaabemowin Immersion in the Four Directions
- INDI 1501 EL Indigenous Peoples of Canada
- INDI 2001 Indigenous in the City: Urban Indigenous Studies in Canada
- INDI 2006 Indigenous in the City: An International Perspective

1. Anishnaabemowin Land-Based Immersion Minor
2. Anishnaabemowin Land-Based Immersion Certificate
3. Indigenous Interdisciplinary Studies Minor
4. Indigenous Interdisciplinary Studies Certificate
5. Minor in Indigenous Storytelling: Dibajimowin

Indigenous Environmental Studies

June 30, 2022 First Nations Engagement for Climate Adaptation. Meeting with David Pearson and Chantal Sarrazin-Delay on a possible collaboration on Indigenous - Environmental Studies micro-credentials and a minor within an Indigenous Interdisciplinary Studies program

Outstanding Work

Continue developing Indigenous (INDI) courses towards the establishment of a Bachelor of Arts program.

Institutional inclusion of a trilingual language and Anishnaabe translation policy

Develop an Anishnaabemowin framework, language centre and institute

Who is Responsible

President and Vice-Chancellor
Executive Team

AVPAIP

TRTF-IC

LUNEC

Deans

Faculty of Arts

Faculty of Science,
Engineering & Architecture

Faculty of Health & Education

Faculty of Management

Fantastic! Wow! Keep up the good work!



Truth and Reconciliation Report Card

Recommendation

#3

Increase land-based learning sites available for teaching, learning and research and support land-based teaching approaches.

Progress to Date

Anishnaabemowin immersion partnership with the N'Swakamok Native Friendship Centre
Some preliminary discussion on possible campus sites of land-based learning

Outstanding Work

Create a land-based learning site on campus

Who is Responsible

President and Vice-Chancellor
Executive Team
AVPAIP
TRTF-IC
LUNEC
Outdoor Adventure Leadership (ADVL)
Student Success



We are making important strides, let's keep moving in the right direction.

Truth and Reconciliation Report Card

Recommendation

#4

**Provide physical space
for the Maamwizing
Indigenous Research
Institute (MIRI)**

Progress to Date

Some discussion on different sites but no tangible progress to date

Outstanding Work

Continue to advocate
for the university to
provide the space

Who is Responsible

President and Vice Chancellor
Executive Team
MIRI
AVPAIP
TRTF-IC
LUNEC



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Truth and Reconciliation Report Card

Recommendation

#5

Ensure those who teach Indigenous content have the necessary qualifications or receive specialized training.

Progress to Date

Some preliminary discussion on the development of a Council of Indigenous Course Content as part of university strategic planning

Outstanding Work

Create a Council of Indigenous Course Content as part of university strategic planning

Who is Responsible

AVPAIP
TRTF-IC
LUNEC



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Truth and Reconciliation Report Card

Recommendation

#6

Ensure that the teachings or knowledge comes from the local Anishnaabe people and that such content is developed in collaboration with the people with whom it's associated

Progress to Date

Some preliminary discussion on the development of a Council of Indigenous Course Content as part of post CCAA strategic planning

Anishnaabemowin Land-Based Immersion Certificate and Minor taught by local Elders and Knowledge Holders

Some preliminary discussion on the recognition of Elders and Knowledge Holders as equivalent to doctorates in the Laurentian University Faculty Association (LUFA) Collective agreement in relations to hiring and promotion

Outstanding Work

Review and enhance collective agreements and internal policies and procedures on hiring and promotion of Elders and Knowledge Holders

Who is Responsible

AVPAIP
TRTF-IC
LUNEC



This needs more attention; we need to find ways to better prioritize this recommendation.

Truth and Reconciliation Report Card

Recommendation

#7

Anishnaabe community based, cultural competency training

Progress to Date

Making progress here. Anishnaabemowin Land-Based Immersion Certificate and Minor are housed within the Faculty of Liberal Arts.
Weekly Anishnaabemowin language classes

Outstanding Work

Continue working to develop content and courses

Who is Responsible

AVPAIP
TRTF-IC
LUNEC

This needs more attention; we need to find ways to better prioritize this recommendation.



Truth and Reconciliation Report Card

Recommendation

#8

Reconciliation work funded out of non-Indigenous university budget

Progress to Date

Ongoing discussions on the development of micro credentials as well as an INDI course on Allyship

Notes of appreciation to:

- Student General Association (SGA) for ongoing support
- Marie-Lynne Michaud (Director of Marketing) for ongoing support of Indigenous Sharing and Learning Centre and Truth and Reconciliation initiatives

Outstanding Work

Indigenous staff and faculty hiring across the university

Review tricultural mandate funding allocations across university

Fund TRC work out of non-Indigenous university budget

Who is Responsible

President and Vice Chancellor
Executive Team

AVPAIP

TRTF-IC

LUNEC

Deans (All Faculties)



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Truth and Reconciliation Report Card

Recommendation

#9

Increase community engagement and involvement

Progress to Date

Weeneebayko Area Health Authority (WAHA) / LU Partnership

Dean of Faculty of Health & Education will be following up with the School of Nursing and School of Indigenous Relations to explore bridging programs and dual credit opportunities with WAHA. Maamwizing Indigenous Research Institute will be connecting with WAHA to explore community-based research partnerships.

Weengushk Film Institute

An articulation agreement with the Weengushk Film Institute for a transfer credits protocol is in the process of being finalized.

Indigenous community outreach with surrounding and local Indigenous communities

Outstanding Work

Continue to work with Indigenous community outreach with surrounding / local Indigenous communities

Who is Responsible

President and Vice Chancellor
Executive Team
AVPAIP
TRTF-IC
LUNEC
Deans (All Faculties)



This needs more attention; we need to find ways to better prioritize this recommendation.

Truth and Reconciliation Report Card

Recommendation

#10

Ensure that goals associated with the Truth and Reconciliation Taskforce are connected to hiring and onboarding processes

Progress to Date

There has been some preliminary work completed in reviewing hiring and onboarding process and in contributing to the anti-racism policy consultation process

A meeting was held on May 4th 2022 with Human Resources, the AVPAIP, the acting Director of the ISA/ISLC, and the TRTF Coordinator regarding staff and faculty Indigenous hires across the university. It was determined that barriers to Indigenous hiring is a systemic issue that needs to be discussed across the university.

This preliminary work complements the proposed amendments for the “Procedures for the Evaluation and Selection of Senior Academic Administrators” which has now been approved by the Senate and is awaiting approval from the Board of Governors in June.

There is a new Equity, Diversity and Inclusion (EDI) Advisor with the Office of Research Services.

Outstanding Work

Updating the LU Policy on Bilingualism was identified at the May 4, 2022 meeting as a critical entry point into addressing structural barriers to Indigenous hiring and promotion. There is a need for follow-up meetings to continue to work towards internal policy and procedural changes to better reflect Indigenous EDI principles

Provide feedback to the Laurentian University anti-racism policy consultation process through formal consultations with Indigenous students, staff, and faculty on their experiences with racism at the university.

Who is Responsible

President and Vice Chancellor
Executive Team
AVPAIP
TRTF-IC
LUNEC
Deans (All Faculties)



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Truth and Reconciliation Report Card

Recommendation

Evaluating Progress on Truth and Reconciliation at Laurentian University

Progress to Date

The following recommendations on accountability have been developed in accordance with the LUNEC Tri-Cultural Mandate Strategic Planning Report (2021), the Laurentian University Truth and Reconciliation Task Force Report (2020) and with reference to existing literature and practices in the areas of Truth and Reconciliation and Indigenization in post-secondary education in Canada.

1. The need for clearly defined operational processes and evaluative metrics of Indigenous inclusion, representation, and institutional accountability.
2. Establish a working group to develop a tricultural mandate implementation plan.
3. Indigenize university governance structures

Outstanding Work

Better position AVPAIP on processes of consultations with ET, President, and Board

Include Indigenous student alumni representation in governing structures

Develop operational processes and evaluative metrics of Indigenous inclusion, representation, and institutional accountability.

Develop a tricultural mandate implementation plan.

Who is Responsible

President and Vice Chancellor
Executive Team
AVPAIP
TRTF-IC
LUNEC



This needs more attention; we need to find ways to better prioritize this recommendation.