



Truth and Reconciliation

Report Card



Laurentian University
Université **Laurentienne**



Indigenous Programs
Programmes **Autochtones**

Truth and Reconciliation at Laurentian University

INSTITUTIONAL REPORT CARD

September 30, 2025

As a broad community consultation that included members of the Laurentian University *Nitaamgayaajig* 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 *Nitaamgayaajig* 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*)
- Manager, Indigenous Strategic Community Engagement
- (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 *Nitaamgayaajig* 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

Formal acknowledgement of the land at the entrance to the University

Progress to Date

Land Acknowledgements

Laurentian University continues to prioritize visible, meaningful land acknowledgements to support Truth and Reconciliation efforts. These acknowledgements honour the traditional lands of the Atikameksheng Anishnawbek First Nation and Wahnapiatae First Nation and strengthen education on Indigenous histories and rights.

- Arts Building ("Bowling Alley"): High-traffic academic space featuring prominent land acknowledgement signage to encourage daily reflection and dialogue.
- University Atrium: Central communal space with accessible land acknowledgement, embedding reconciliation into everyday campus life.
- Fraser Auditorium: Land acknowledgement integrated into event protocols and environment for major ceremonies and public events.
- McEwen School of Architecture: Indoor and outdoor signage symbolizes Indigenous presence within the school's structure and learning values.
- Land acknowledgement is included in all presentations, official plans, the website, and printed materials (e.g., Viewbooks, Pathways and Graduate Guides).
- Installation of Every Child Matters crosswalk between the Parker Building and Student Centre
- The welcome sign at the access road to Laurentian on Ramsey Lake Road has been altered to say Biindigen.
- ***Previously (2022):*** Preliminary signage and verbal protocols were in place.

Ongoing Work

Laurentian is exploring opportunities to expand land acknowledgements across additional campus spaces, digital platforms, classroom syllabi, and university communications. Work is underway to develop interactive educational materials to accompany signage, deepening historical and cultural understanding.

A land acknowledgement QR code will be placed at the entrances of the Laurentian Trails.

Fantastic! Wow! Keep up the good work!



Truth and Reconciliation Report Card

Recommendation

#1.1/2

Respectful inclusion of Anishinaabemowin in keeping with the TRC Call to Action 13, 14 and 15

Anishinaabemowin program with connections to the community

Trilingual language and Anishinaabe translation policy

Anishinaabemowin framework, language centre and institute

Progress to Date

Language Initiatives

- Anishinaabemowin Language Policy: Efforts have begun to implement a trilingual Language Policy supporting Anishinaabemowin translation alongside English and French.
- Faculty of Education and Health Engagement: Seminars on Anishinaabemowin linguistic frameworks have been delivered, highlighting oral traditions, storytelling, experiential learning, land-based education, and the role of Elders and Knowledge Carriers.
- Community Language Learning Opportunities: Weekly Anishinaabemowin lessons are offered at the Indigenous Sharing and Learning Centre, open to students, faculty, and staff.
- Integration of Anishinaabemowin Language in weekly communications newsletter
- Anishinaabemowin is integrated into the 2026 Viewbook as a learning tool to promote language acquisition and features a spotlight on the tricultural learning environment.
- *Previously (2022): Anishinaabemowin courses and discussions on Anishinaabemowin language policy had begun.*

Ongoing Work

Create a dedicated space for the teaching, preservation, and promotion of Anishinaabemowin on campus.

Offer language mentorship programs, language nests, and immersion opportunities for faculty, staff, and students.

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

- Anishinaabemowin Land-Based Immersion: Courses consistently offered within community (INDI 2505E, INDI 2515E, INDI 2525E, INDI 2535E).
- Certificate Course at the Centre Shkode (INDI 4595E) scheduled for Fall 2025 expands the immersive language learning.
- Developing partnerships to offer land-based learning in various community sites.
- Formalizing Partnerships with Indigenous Institutions: Developing ongoing and new Memorandums of Understanding (MOUs) with educational partners: Kenjgewin Teg & Weengushk Film Institute.
- **Previously (2022):** Isolated land-based courses and pilot initiatives were in progress.

Ongoing Work

Create a centralized calendar of land-based learning events.

Share opportunities with students and faculty across all faculties.

Fantastic! Wow! Keep up the good work!



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Recommendation

#4

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

Progress to Date

- “Maamwizing” means “people collaborating together” reflecting the institute’s focus on Indigenous worldviews, decolonial critique, and privileging Indigenous voices.
- Phase one will be completed by September 2025 with the opening of MIRI office located in room P-226 in the Parker Building.
- Expanded visibility for MIRI through signage, pop-up banners and digital screens
- This space will serve as a hub for Indigenous-led community driven research.
- It will foster collaboration among students, faculty and Indigenous communities.
- Graduate presentations will highlight Indigeneity-focused research.
- **Previously (2022):** MIRI operated without a designated space.

Ongoing Work

- Develop a long-term sustainability and growth plan.
- Work with institutional leadership to secure ongoing funding and staffing to support the operations, programming, and growth of MIRI.
- Phase Two of the MIRI Project focuses on finalizing the interior design of the space to ensure it fosters a welcoming and supportive environment for both learning and research.
- Create partnerships with government, granting agencies and Indigenous organizations to support long-term research initiatives.

Fantastic! Wow! Keep up the good work!



Truth and Reconciliation Report Card

Recommendation

#5

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

Progress to Date

Indigenous Verification Policy

- The Office of Academic and Indigenous Programs is developing an Indigenous Verification Policy for faculty and staff.
- The policy ensures applicants for Indigenous-specific roles and programs have authentic community connections and lived experience.
- For faculty, it ensures those teaching Indigenous content are culturally knowledgeable, qualified, and connected to Indigenous communities.
- The policy upholds truth, transparency, and safeguards Indigenous knowledge in academic spaces.
- It aligns with broader postsecondary accountability efforts.
- **Previously (2022):** Discussions were underway regarding vetting those who teach Indigenous content.

Ongoing Work

Form a committee of Indigenous faculty, Elders, and community members to review course materials and ensure accuracy, respect, and alignment with Indigenous values and knowledge systems.

Maintain a list of qualified Indigenous educators and Knowledge Carriers who can be engaged for guest lectures, course co-facilitation, or curriculum development support.

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



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Recommendation

#6

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

Progress to Date

- Laurentian University is consistently collaborating with Atikameksheng Anishnawbek First Nation, Wahnapiatae First Nation, as well as the surrounding First Nations.
- Council members provide input to ensure content is rooted in local Anishinaabe knowledge and perspectives.
- The Presidential Installation ceremony incorporates the gifting of a First Nations medallion, designed by a local artist.
- This effort reinforces a commitment to respectful and authentic representation of Indigenous cultures.

Ongoing Work

Create a formal advisory group comprised of local Anishinaabe Elders, Knowledge Carriers, and community members (e.g., from Atikameksheng Anishnawbek First Nation and Wahnapiatae First Nation) to review and co-develop content involving Anishinaabe teachings.

Research Ethics Board: Guidelines for Research involving Indigenous Peoples

The Office of Academic & Indigenous Programs, and the Indigenous Sharing and Learning Centre are developing cultural humility and anti-racism training modules in close collaboration with the surrounding First Nations and the Offices of Equity, Diversity and Human Rights.

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



Truth and Reconciliation Report Card

Recommendation

#7

Anishinaabe community based, cultural competency training

Progress to Date

Community-Led Training Initiatives

- The revision of the cultural competency training module is guided by First Nation, Inuit and Métis (FNIM) knowledge, ensuring that community teachings and perspectives are meaningfully integrated.
 - Training includes storytelling, ceremony, land-based education, and local protocols.
 - Participants will receive certificates of completion, endorsed by First Nations.
- FNIM modules are continually reviewed and updated in collaboration with First Nation communities to ensure cultural accuracy, respect, and relevance.
- **Previously (2022):** *Cultural Humility Training module on D2L*

Ongoing Work

- Implement a policy requiring all staff and faculty to complete cultural competency training developed and/or approved by local Anishinaabe partners.
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- Develop a system to track attendance, engagement, and outcomes from the training to ensure continuous improvement and accountability.

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Recommendation

#8

Reconciliation work funded out of non-Indigenous university budget

Progress to Date

Reconciliation and Support Initiatives

- Developing pitch decks for Advancement to secure external grant funding
 - ISLC Arbour
 - Maamwizing Indigenous Research Institute implementation and expansion
 - Multiple Symposiums annually
 - RHT Digital Repository
 - Collaborative event hosting with community partners
- Marketing Department Commitment: The Director of Marketing has allocated budget for the creation and installation of land acknowledgment signage across campus.
- **Previously (2022):** Majority of reconciliation work relied on Indigenous-led or externally funded initiatives.

Ongoing Work

- Create an internal grant stream, fully funded by the university, to support Indigenous-led research and community collaborations.
- Include an annual financial report on reconciliation-related spending to demonstrate institutional accountability and transparency.
- Advocating that Laurentian University dedicates budget resources for honorariums, ensuring that Knowledge Carriers and Elders are respectfully gifted for their teachings and guidance.
- Pursuing a formalized partnership to guarantee free parking for Indigenous events.



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

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Recommendation

#9

Increase community engagement and involvement

Progress to Date

- A new position, Manager of Indigenous Strategic Community Engagement, was created to lead this work.
- Ongoing engagement includes collaboration with local First Nations such as the creation of the Laurentian University Eagle Staff.
- Recommendation includes creating a quarterly roundtable and placement pathways for Indigenous students.
- Inclusion of Wahnapiatae First Nation Representative on LUNEC as a voting member
- Leland Bell artwork *Survival* reproduction around the ISLC.
- Ensuring that positive narratives of Indigenous community members are highlighted at Laurentian University, such as: Ted Nolan, Tanya Talaga and Waubgeshig Rice etc.
- **Previously (2022):** Relationships were growing but lacked formalized coordination.

Ongoing Work

Bring together local Indigenous service organizations to share updates, explore partnerships, and identify shared priorities with Laurentian University.

Establish a pathway for Indigenous students to complete placements, co-ops, or community service learning with Indigenous-led organizations in Sudbury.

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



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Recommendation

#10

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

Progress to Date

- Office of Human Resources is beginning to post positions in Indigenous-specific job sites to ensure equitable opportunities for FNIM Peoples.
- *Previously (2022):* No formal TRC alignment in HR processes

Ongoing Work

Include a statement in job postings that highlights LU's commitment to Truth and Reconciliation and the importance of cultural competency related to Indigenous Peoples.

Develop onboarding modules that include an overview of LU's Truth and Reconciliation Taskforce and its goals. Introduction to key concepts such as territorial acknowledgements, cultural safety, and Indigenous governance structures, information about LU's Indigenous programs, spaces (e.g., ISLC), and community partnerships.

We must not forget about this recommendation, it is critical to meaningful truth and reconciliation at Laurentian.

