



LAURENTIAN UNIVERSITY NATIVE EDUCATION COUNCIL (LUNEC)

Niigaan Ninaabin:

Looking forward to the future 



LaurentianUniversity
Université**Laurentienne**

LUNEC STRATEGIC PLAN 2019 - 2024



On September 11, 2018, the Laurentian University Native Education Council (LUNEC) held a strategic planning session for its members as well as invited guests from the University community.

The purpose of the planning session was to review the 2013-2018 Strategic Plan and develop a new strategic plan for the next five years.



LUNEC Vision



LUNEC has a broad mission to support self-determination of Indigenous peoples with a specific focus on ensuring access and support for retention and graduation of Indigenous students. LUNEC continues to envision Indigenous Knowledge and Practices as collective intelligence emanating from each of us as lifelong learners.



LUNEC Vision of Indigeneity at the University

LUNEC has created these statements as expressions of their vision of Indigeneity at Laurentian University:

- Indigeneity at the University can only be accomplished through relationships with kin, land, language and community and the ongoing commitment to sustain and nurture that relationship or connection. At the same time, it is important to ensure this vision is inclusive as there are those that are striving to reclaim and to learn about their identity.
- Land, location, place and buildings or structures are important to consider as part of the vision. It is important to create a nurturing environment and spaces on campus.
- It is important to draw upon our community stories, history and identity in creating the vision of Indigeneity at Laurentian. The stories of our people who were here prior to us and those that worked hard to build the present day accomplishments need to be honoured.
- Indigeneity must build upon the idea that we belong here and we need to reclaim that sense of self-determination and identity.
- Self- determination and a focus on Indigenous students is foundational as Indigenous students can become lost when they are small in number in a larger class.
- Indigeneity cannot be a check box or a set of tactics.
- Indigeneity is something that students have to practice and declare this is what our people did and this is what they said – Indigeneity is not lip service or tokenistic. We can't just teach them in colonized ways as we are growing teachers or scholars.
- Students must be comfortable in their own skin and be safe as it can be isolating. We need to place emphasis on relationship, language and how we place that language – not just about awareness and appreciation but about how does one live it in our time – to ensure its vitality and fluency as this is a key expression of self determination.
- We need a systematic lens as our worldview is embedded in how we present, teach and share language, land and relationship.
- Indigeneity here at Laurentian requires that we claim our space and slowly expand outwards into other spaces (not just Indigenous Studies) and cultivate the next generation of Indigenous scholars and academic aunties.



In order to ensure alignment the LUNEC strategic plan is linked to the following Outcomes of the Laurentian University Strategic Plan 2018-2023.

Outcome 1

- We will enhance our relationships with municipalities, agencies, organizations, First Nations, and Indigenous communities, with a coordinated approach to creating beneficial initiatives for the North;

Outcome 4

- We will be a hub for arts and culture, increasing awareness of the artistic and cultural contributions of Indigenous, Franco-Ontarian, and other Northern artists;

Outcome 5

- We will equip graduates to practice, teach, and contribute as employees of choice in francophone, rural and Indigenous contexts, throughout the North and beyond;

Outcome 8

- Laurentian students will become familiar with Indigenous ways of being and principles of reconciliation through various aspects of campus culture;

Outcome 14

- We will be a national leader in Indigenous education because of expanded Indigenous curriculum offerings across all faculties;

Outcome 16

- We will undertake culturally appropriate research that enhances mino-bimaadziwin and wellness amongst Indigenous peoples and other Northern populations;

Outcome 21

- We support the Truth and Reconciliation Commission Calls to Action and will respond by creating a task force to identify priority actions, beginning by offering cultural safety training and opportunities to learn the Anishinaabemowin language to faculty, staff and students.

INCREASING AND SUPPORTING OUR INDIGENOUS STUDENTS

- ▶ Advocate for a Navigator position for Indigenous students to meet both their academic and social service needs. (14, 21)
- ▶ Plan a one-day event for students to connect with community resources (ex. N'Swakamok Friendship Centre, Shkagamik-Kwe Health Centre, others). (1)
- ▶ Offer customized mentorship programs for Indigenous students to support retention efforts (ex. Far North mentorship may look very different than local Indigenous communities). (14, 21)
- ▶ Provide analysis of Indigenous student retention and graduation rates for informed decision making and further planning (in collaboration with Institutional Planning). (14, 21)
- ▶ Expand linkages to elementary schools as a way to encourage students to consider Laurentian University in their educational planning. (1)
- ▶ Consider ways to structure student awards that are positioned towards resiliency, consistency and commitment, as opposed to only high attainment of marks. (14, 21)
- ▶ Create opportunities for Indigenous students to gather with others like themselves both at outset of university journey and in a capstone course (ex. rationale for this is that Indigenous courses are 90% settler students). (14, 21)
- ▶ Continue to participate in local events such as the 2020 partnership with College Boreal and Cambrian College. Invite the University of Sudbury in this collaboration and planning of a one-day conference aimed at recruitment, retention and graduation of Indigenous students. (1, 8)
- ▶ Coordinate with Liaison, who host provincial guidance counsellors on campus annually, to invite all Indigenous Education Counsellors to this event. (1)
- ▶ Ensure LUNEC is visible in the communities by organizing meetings in the First Nations with specific reference to our current voting membership. (1)
- ▶ Identify and promote the current culturally appropriate outdoor spaces to the entire university community. (8, 21)
- ▶ Develop designated seats for Indigenous students in limited enrolment STEM programs such as Health, Science, Engineering and Architecture. (5, 14)

RETAINING AND ADVOCATING FOR INDIGENOUS FACULTY

- ▶ Support the Indigenous faculty that are at various ranks across Laurentian and the federated partners (ex. policies, resource sharing, mentorship). (14, 21)
- ▶ Explore the status of Indigenous faculty satisfaction through a comprehensive research project (ex. Why do faculty leave? What are the root causes of satisfaction and dissatisfaction?). (21)
- ▶ Review the results of the provincial survey regarding Indigenous faculty and Indigenization at Universities. Support their recommendations for the betterment of Indigenous education in our communities (ex. examine the report by the Council of Ontario Universities Indigenous Reference Group). (21)
- ▶ Create a welcoming and safe environment for Indigenous faculty in all disciplines by ensuring non-Indigenous faculty undertake cultural sensitivity/decolonization training. (14, 21)
- ▶ Advocate for at least 1 tenure-track position in the School of Indigenous Relations to deliver on program offerings and maintain accreditation. (14)
- ▶ Begin development of a PhD program that has an Indigenous focus in partnership with the School of Indigenous Relations. (14)

SOUTH DIRECTION

EXPANDING **AWARENESS** AND **UNDERSTANDING** OF **INDIGENOUS PEOPLES**

- ▶ Have important symbolic elements such as the drum and eagle staff incorporated at graduation and other significant university events. (8)
- ▶ Support the recommendations from the LUNEC Truth and Reconciliation Task Force with communication, advocacy and implementation monitoring. (21)
- ▶ Incorporate Indigenous content into faculties and programs where Indigenous representation is historically low (ex. opportunity for the Faculty of Management and the Aboriginal Financial Officers Association of Canada partnership). (14)
- ▶ Create a measurable plan, in partnership with the University of Sudbury and the Indigenous Institutes, to offer Anishinaabemowin to faculty, staff and students using various strategies (ex. signage, apps, online, land based). (8, 14, 21)
- ▶ Articulate and formalize the relationship of LUNEC and the University of Sudbury through a Memorandum of Understanding. (1, 14, 16)
- ▶ Ensure prominent signage at entrances to the University shows Anishinaabemowin as a priority. (8)
- ▶ Develop a policy that all students must take an Indigenous based course or Indigenous language course as part of their program in order to graduate (only in the Faculty of Arts now). (5, 14, 21)
- ▶ Consider innovative ways for the teaching of Indigenous languages such as out on the land or in community where there are strong language holders. (14, 21)

NORTH DIRECTION

PROMOTING AND ADVANCING INDIGENOUS RESEARCH METHODS

- ▶ Support the Maamwizing Research Institute so that it can be as effective as possible in delivering on its mandate. (16)
- ▶ Ensure researcher/community capacity and awareness about appropriate Indigenous research protocols. (16)
- ▶ Communicate Indigenous communities' self-determined research interests and then design research to match their needs. (16)
- ▶ Advocate for community based research to be privileged in the same stream as peer reviewed/mainstream modalities of research. (14, 16)
- ▶ Communicate to institutions that community based research is to be considered as legitimate faculty scholarly work (ex. also supports faculty retention). (1, 14, 16)

BOOZHOO • AANII • GREETINGS

In the fall of 2018 the Laurentian University Native Education Council (LUNEC) held a strategic planning session. During that meeting, LUNEC and invited committee members reviewed progress on the 2013-2018 plan and then worked to develop a new five year strategic plan. We are very happy to present the 2019-2024 strategic plan of the council.

The 2013-2018 period saw a number of significant developments realized at Laurentian University.

A few of these highlights include:

- the opening of the Indigenous Sharing and Learning Centre – a 7,500 sq. ft. dedicated space to support Indigeneity on campus
- the increasing enrolments of Indigenous students across programs (1,216)
- the startup of the Master of Indigenous Relations including its first graduates
- increased demand for Indigenous curriculum and courses
- School of Indigenous Relations and Indigenous Studies have experienced higher enrolments
- introduction of a 6 credit Indigenous course requirement in the 3-year and 4-year BA
- increased number of Indigenous faculty (22) which includes faculty at federated universities and the Northern Ontario School of Medicine
- start up of the Maamwizing Indigenous Research Institute
- 2 successful Maamwizing conferences

Going forward, LUNEC will continue to advocate for sustainable and lasting programming that will continue to meet the needs of Indigenous communities. The 2019-2024 LUNEC Strategic Plan complements the Laurentian University Strategic Plan and builds on the successes of LUNEC's 2013-2018 Strategic Plan. Broadly the 5 key goals include:

- ▶ The North inspires us;
- ▶ Student success is our success;
- ▶ Teaching and learning define us;
- ▶ Curiosity drive our research; and
- ▶ Relationships are our priority

On behalf of LUNEC, let's look forward to the future, Niigaan Ninaabin.



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Native Education Council (LUNEC)
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