

Policy No. & Title: C310: INDIGENOUS ENGAGEMENT

Policy Sponsor: Vice-President Student Services and Vice-President Corporate Strategy and Business Development

Effective: 2023-03-01

Next Review: 2028-03-01

Approvals: 2021-11-23; 2023-03-01

1. PURPOSE

This policy is intended to meet the responsibilities of the College in affirming Indigenous rights, engaging in reconciliation, and addressing the needs of the Indigenous communities that the College works with.

2. POLICY

The College will engage with indigenous communities in a manner that is supportive of Indigenous rights and reconciliation.

2.1. Principles

- 2.1.1. The College acknowledges that Aboriginal, Treaty, and Inherent rights of Indigenous people in Canada are recognized, affirmed, and protected by the Canadian Constitution.
- 2.1.2. The College acknowledges the United Nations Declaration on the Rights of Indigenous Peoples and are committed to working with Indigenous peoples within the Canadian legal and constitutional framework.
- 2.1.3. The College respects that each Indigenous community has its own unique connection with the land and environment in which they live.
- 2.1.4. The College appreciates the importance of learning from and respecting the cultures in which we operate.
- 2.1.5. The College recognizes the diversity of Indigenous peoples in Canada and are committed to interacting with each Indigenous community in a way that respects their history, culture and customs.
- 2.1.6. The College acknowledges that Reconciliation with Indigenous Peoples is forefront in the province and is leading to increased understanding of Indigenous rights and issues. The province has committed to implement the recommendations of the Truth and Reconciliation Commission and has passed legislation to implement the United Nations Declaration on the Rights of Indigenous Peoples. The Board's intention is to focus on proactive and meaningful engagement with Indigenous Peoples to support these shifts.

3. REFERENCESCollege Policy

C106 Purchasing

P208 Respectful College Community and Prevention of Harassment and Discrimination

P210 Professional Development Leave

P212 Staff Recruitment

College Documents

Indigenous Action Plan

Indigenous Higher Education Report

Indigenous Spaces in Higher Education

[Institute of Indigenous Learning: Reports | Fanshawe College](#)

Other

[Truth and Reconciliation Commission of Canada: Calls to Action](#)

[Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

[United Nations Declaration on the Rights of Indigenous Peoples](#)

[CICAN Indigenous Education Protocol](#)

4. ADDENDA

Guideline A: Commitments

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Policy No. & Title: C310: Indigenous Engagement

Addendum: **Guideline A: COMMITMENTS**

Issued by: Vice-President Student Services and Vice-President Corporate Strategy and Business Development

Effective: 2021-11-23

1. PURPOSE

The purpose of this document is to elaborate on the commitments that will successfully sustain the College's focus on progressive and positive Aboriginal relations.

2. ROLE OF THE COLLEGE

2.1. CCAB

- 2.1.1. Working with the Canadian Council for Aboriginal Business, the College is committed to having a positive relationship with Indigenous groups and communities. The College achieves this through embedding the Commitments in Section 3 into its corporate decision making and actions.

2.2. SFNS

- 2.2.1. Working with the Southern First Nations Secretariat, the College works to support First Nation post-secondary education students to ensure they have a safe, positive and successful post-secondary education experience.

3. COMMITMENTS

3.1. Leadership Actions

3.1.1. Demonstration of Leadership

- 3.1.1.1. College leaders will demonstrate clear commitments, policies, identification and communication of the Community of Interest, scheduling self-assessment exercises against PAR Criteria to review status, and the application of a structure to drive and help sustain the commitment to positive Aboriginal relations across the organization.

3.2. Indigenous Employment

3.2.1. Recruitment and Retention

- 3.2.1.1. The College is committed to ensuring that Aboriginal people have equitable access to employment, while the College will create a culturally safe, work environment for Indigenous people. The work environment will provide Indigenous staff with a high-quality work experience that nurtures excellence and personal achievement.

3.3. Business Development

3.3.1. Relationships with Aboriginal Owned Businesses

- 3.3.1.1. The College will actively support existing business relationships and foster new relationships with Aboriginal-owned businesses in its communities. These relationships extend to procurement and professional contracting where appropriate.

3.4. Community Relationships**3.4.1. Engagement and Support**

3.4.1.1. The College is committed to building and continuing to grow progressive relationships with Indigenous communities that the College serves. These relationships may involve knowledge sharing and community support.

4. ACTIONS**4.1. PAR Working Group**

4.1.1. The College will establish a Progressive Aboriginal Relations Working Group that will evaluate the College's response to the Commitments set in Section 3. Where appropriate, the Working Group will offer suggestions and guidance towards meeting these Commitments.

4.2. Indigenous Action Plan

4.2.1. The College recognizes the relationship between the Indigenous Action Plan and the Commitments set in Section 3. These Commitments are intended to support the Indigenous Action Plan.

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