



Northlands College Indigenous Initiatives Guidelines/Procedures

STATEMENT

Northlands College is committed to the values and commitments related to truth, reconciliation and indigenization. We aspire to walk together in a good way and strengthen our relationships that are based on mutual respect and accountability. This commitment will enhance learning and strengthen relationships by honouring the past, present, and future to create a new shared vision for the next generations. Northlands College will incorporate Indigenous worldviews, knowledge and perspectives into our college community while acknowledging that each Indigenous community will have a unique worldview.

GUIDELINES

The Office of Indigenous Initiatives provides leadership on Indigenization and works on multiple collaborative efforts to support learners, faculty and staff while building and enhancing relationships with Indigenous people, organizations and communities. Some of these initiatives are as follows:

- The Director Indigenous Initiatives will lead the development of an Indigenous Strategic Plan that meets the needs of all departments including faculty, staff, and learners and therefore, increase Indigenous representation in learners, faculty, leadership, and workforce.
- Work closely with all Northlands College departments to ensure Indigenous initiatives are meeting the needs of learners, faculty and staff.
- The Director Indigenous Initiatives will lead and support meaningful, ongoing engagement and consultation with Indigenous communities, organizations and institutions, to build relationships and collaboratively, strategically, and intentionally work together for the best interest of Indigenous learners and their communities.
- Ensures learners and staff receive the necessary supports when requested.
- Participate in the enhancement and development of Northlands College's governance, structure, curriculum, policy and procedures to reflect Indigenization.
- Creates culturally appropriate education and services for all learners with an emphasis or focus on Indigenous worldviews.
- Creates opportunities and enhance learner success by increasing availability of academic and learner supports that are relevant, culturally affirming, and innovative.
- Share Indigenous culture, history, and knowledge with the Northlands College community, as well as with the public.



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- Support and encourage opportunities for respectful ceremonial participation for all learners, staff and faculty.
- The Director of Indigenous Initiatives will work closely with the Elders Advisory Council and therefore, will be the contact person for this Council.

PROCEDURES

1. When supports from the Office of Indigenous Initiatives are warranted, send plans or requests to indigenous.initiatives@northlandscollege.sk.ca.
2. Manage and support the Elder in-Residence commitments and timelines.
3. In consultation with campuses, the Director of Indigenous Initiatives will maintain a list of elders and knowledge keepers and their specialties. **Refer to procedure 001**
4. Maintains the Culture Centre usage and upgrading of these spaces. **Refer to procedure 002**
5. Manages the smudging, pipe ceremonies and other Indigenous ceremonial practices within all Northlands College campuses. **Refer to policy 219**
6. Facilitate and lead campus-wide Indigenization activities and events such as the Welcome Back Demonstration Powwow.
7. Assist faculty, staff, and learners to build relationships with Elders/Knowledge Keepers.
8. Assist faculty with the implementation of Indigenous-centred research methods, methodologies, and ethics.
9. Supports the Elders Advisory Council by attending all meetings and bringing forth the teachings and guidance of the elders that reinforces our vision, mission, values and outcomes.

The President & CEO in consultation with the Northlands College Elders Advisory Council will review and make any recommendations as needed to the Indigenous Initiatives guidelines/procedures on a regular basis.

Originated: September 2022	Approved by: Board of Directors
Last Approved: December 16, 2022	Signature: