



University of Alberta Students' Union
**ABORIGINAL RELATIONS
AND RECONCILIATION
COMMITTEE**

**Wednesday, February 6, 2019
1:00pm
SUB 6-06**

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Cree, Dene, Saulteaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

AGENDA (ARRC-2018-19)

- 2018-19/1 INTRODUCTION**
- 2018-19/1a Call to Order**
- 2018-19/1b Prayer/Smudging Ceremony**
- 2018-19/1c Approval of Agenda**
- 2018-19/1d Approval of Minutes**
- 2018-19/1e Chair's Business**
- 2018-19/2 QUESTION/DISCUSSION PERIOD**
- 2018-19/2a Discussion with SU Staff**
- 2018-19/3 COMMITTEE BUSINESS**
- 2018-19/4 INFORMATION ITEMS**
- 2018-19/4a ARRC-2018-18, Meeting Minutes - January 30, 2019.**

See ARRC-2018-19.01.
- 2018-19/4b ARRC-2018-17, Meeting Minutes - January 16, 2019.**

See ARRC-2018-19.02.
- 2018-19/5 ADJOURNMENT**
- 2018-19/5a Next Meeting: Wednesday, February 13, 2019 @ 1:00PM in SUB 6-06.**



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 COMMITTEE**

Wednesday, January 30, 2019

1:00pm

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University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

NAME	PROXY	PRESENT	SUBMISSION OF WRITTEN FEEDBACK (IF ABSENT)
Standing Committee Members			
Nathan Sunday (Chair)		Y	
Katherine Belcourt		Y	
Akanksha Bhatnagar		Y	
Mpoe Mogale		Y	
Ariyanna Callihoo		Y	
Shuaa Rizvi		Y	
Andre Bourgeois		Y	
Colin Mulholland (Vice-President (External), NSSA)		Y	

MINUTES (ARRC-2018-18)

2018-18/1 INTRODUCTION

2018-18/1a Call to Order

SUNDAY: Called the meeting to order at 1:02pm.

2018-18/1b Prayer/Smudging Ceremony

2018-18/1c Approval of Agenda
RIZVI/BELCOURT MOVED to approve the agenda.
6/0/0 - CARRIED

2018-18/1d Approval of Minutes
MULHOLLAND/BELCOURT MOVED to approve the minutes of *ARRC-2018-16-M*
6/0/0 - CARRIED

2018-18/1e Chair's Business

SUNDAY: Noted that he is continuing to meet with relevant stakeholders on redeveloping the territorial acknowledgment. Determined to meet with Chelsea Vowel. Considered that returning members may practice chairing a meeting of ARRC in future. Determined to send an email to Council with the offer.

2018-18/2 QUESTION/DISCUSSION PERIOD

2018-18/2a Mission, Vision, and Values

SUNDAY: Suggested that the Committee work to complete a draft for the next meeting.

BHATNAGAR: Proposed that the Committee present its draft mission, vision, and value statement to Council.

SUNDAY: Expressed concern at further engaging Council when councillors were already were invited to participate in the ARRC meetings and had the opportunity to attend a Town Hall. Suggested that the mission, vision, values, and recommendations should remain private until release.

BHATNAGAR: Considered that new councillors may not have been aware of these opportunities for engaging with ARRC. Proposed, alternatively, requesting councillor feedback via email.

BHATNAGAR: Inquired into the timeline for the project.

SUNDAY: Responded that he plans to have councillor feedback and a finalised mission, vision, and values by February 6th.

BHATNAGAR: Proposed finalising the mission, vision, and values by February 6, discussing the proposal on February 14th. Proposed setting a deadline of March 11 for the completion of the Report with the Marketing Department, reviewing the Report on March 13, and presenting to Council on March 26.

SUNDAY: Proposed including a joint-statement from Larsen and Belcourt as the beginning of the Report.

BOURGEOIS: Noted that the Committee needs to resolve issues relating to the use of the terms 'dynamic', 'amplify', and 'empower' in the mission, vision, and values.

BELCOURT: Proposed using both the terms 'amplify' and 'empower'.

BHATNAGAR: Suggested that the education pillar reference educating the community.

BOURGEOIS: Expressed concern that the term 'dynamic' is an empty buzzword. Suggested using the term 'flourishing'. Considered that the term 'thriving' is not as strong as 'flourishing'.

SUNDAY: Expressed concern that the term 'budding' is too naturey.

MULHOLLAND: Inquired into how the Campus community is defined.

MOGALE: Responded that the mission, vision, and values defines the community as all persons on or connected to Campus.

CALLIHOO: Defined the term 'flourishing' as growing or developing in a healthy or vigorous way, especially as a result of a particularly favorable environment.

BHATNAGAR: Proposed using the phrase "cultivating a flourishing Campus community" as the Campus is not an ideal environment, but it can be made to become one.

SUNDAY: Proposed using the phrase "our vision to cultivate a flourishing Campus community rooted in positive relationships"

BELCOURT: Proposed that the mission, vision, and values recognize diversity on Campus.

BOURGEOIS: Expressed concern at the use of action verbs in the mission statement. Clarified that the vision should be a statement of an ideal Campus while the mission could include the specific actions relating to realising it.

CALLIHOO: Supported the proposed phrasing insofar as it is related to the earth and acknowledges the Indigenous connection to the land and with nature.

BOURGEOIS: Proposed amending one of the pillars to include an action statement related to cultivating relationships and removing that phrase from the vision statement.

BELCOURT: Proposed an acknowledgement of diversity in the vision.

RIZVI: Proposed the use of the phrase "a diverse Campus community".

BHATNAGAR: Proposed beginning the vision statement with the phrase “our vision is of a Campus where all students are flourishing in a community rooted in positive relationships”.

MULHOLLAND: Proposed using words from a language other than English to explain the spirit and intent of the vision.

SUNDAY: Considered that they could use the Cree phrase of having or possessing good relations. Requested members confirm whether the mission should be “our mission is to empower and amplify the voices of First Nations, Métis, and Inuit voices to positively impact the lives of all students”.

BELCOURT: Dissented to the proposal. Suggested further improvements can be made.

BOURGEOIS: Emphasised the importance of using the pillars to outline how the mission is achieved. Recognised the importance of relationship building. Proposed that each member develop draft changes for the committee to consider and select at the next meeting.

CALLIHOO: Proposed translating the mission, vision, and values into an Indigenous language.

SUNDAY: Expressed concern at the cost of translations in the context of the ARRC budget.

CALLIHOO: Noted that they have contacts who would support translating free of charge.

2018-18/2b CAUS Letter

SUNDAY: Established that Council had concern over the proposed indigenisation initiative by the Council of Alberta University Students. Proposed sending a letter, with recommendations, to advise the CAUS executive.

BHATNAGAR: Supported the proposal. Noted that CAUS has reconsidered their initiative after receiving initial feedback from Council. Suggested that the letter include one substantial recommendation. Noted that, through this means, the Committee can keep CAUS accountable and have its recommendations advanced by the Vice-President External. Proposed that the letter support hiring researcher who is Indigenous to complete the indigenisation initiative.

BELCOURT: Noted that CAUS only has one part-time researcher to support all of their activities. Recognised the importance of having a competent Indigenous researcher

MULHOLLAND: Recognised that the University of Alberta has hired a researcher to refine and understand the Indigenous territorial acknowledgment. Proposed creating a listing of Indigenous researchers to support indigenisation initiatives.

CALLIHOO: Emphasised that the researcher needs to have community connections in addition to relevant research skills.

MOGALE: Expressed concern that CAUS has an unclear goal and vision for its indigenisation initiative. Expressed concern that they have not created a research question.

BHATNAGAR: Expressed concern that CAUS, as a provincial advocacy organisation, did not have an ask associated with its indigenisation initiative.

SUNDAY: Emphasised that CAUS needs to show how the project relates to and supports Indigenous persons.

BELCOURT: Expressed concern that the proposed indigenisation initiative may use students to advance the goals of CAUS without supporting their interests.

RIZVI: Proposed including a timeline or requests for updates as part of the letter. Noted that the Committee can receive updates via its two CAUS representatives.

MULHOLLAND: Suggested that CAUS backtrack and first determine that which it intends to achieve in its indigenisation initiative.

SUNDAY: Determined to draft a letter for further discussion at the next meeting.

2018-18/3 **COMMITTEE BUSINESS**

2018-18/4 **INFORMATION ITEMS**

2018-18/4a *ARRC-2018-17, Meeting Minutes - January 16, 2019.*

Agenda will be updated with the completed ARRC-2018-17 document by 2019/01/29.

2018-18/4b *ARRC-2018-16, Meeting Minutes - November 28, 2018.*

See ARRC-2018-18.02.

2018-18/5 **ADJOURNMENT**

SUNDAY: Adjourned the meeting at 1:56pm.

2018-18/5a **Next Meeting:** Wednesday, February 6, 2019 @ 1:00PM in SUB 6-06.

SUMMARY OF MOTIONS

MOTION	VOTES
RIZVI/BELCOURT MOVED to approve the agenda.	6/0/0 - CARRIED
MULHOLLAND/BELCOURT MOVED to approve the minutes of <i>ARRC-2018-16-M</i>	6/0/0 - CARRIED



University of Alberta Students' Union
**ABORIGINAL RELATIONS
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 COMMITTEE**

Wednesday, January 16, 2019

1:00PM

SUB 6-06

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Katherine Belcourt		Y	
Akanksha Bhatnagar		Y	
Mpoe Mogale		Y	
Ariyanna Callihoo		Y	
Shuaa Rizvi		Y	
Andre Bourgeois	N	N	N
Colin Mulholland (Vice-President (External), NSSA)		Y	
Student-at-large Committee Members			
Brooke [Last Name, Unclear on Recording]		Y	
Jocelynn [Last Name, Unclear on Recording]		Y	

Kirsten Webster		Y	
Adam Brown		Y	

MINUTES (ARRC-2018-17)

2018-17/1 INTRODUCTION

2018-17/1a Call to Order

SUNDAY: Called the meeting to order at 1:00pm.

2018-17/1b Prayer/Smudging Ceremony

2018-17/1c Approval of Agenda

BELCOURT/CALLIHOO MOVED to approve the amended agenda.

11/0/0 - CARRIED

2018-17/1d Approval of Minutes

N/A.

2018-17/1e Chair's Business

SUNDAY: Item *2018-17/2a*, 'Mission, Vision and Values', will be replaced with the discussion regarding 'Acknowledgement of Traditional Territory'.

2018-17/2 QUESTION/DISCUSSION PERIOD

2018-17/2a Acknowledgement of Traditional Territory

SUNDAY: Wrote a preliminary version of a 'Acknowledgement of Traditional Territory', in collaboration with other individuals, which provides 'tips' and suggestions to increase Treaty acknowledgement. Required the Committee's feedback.

CALLIHOO: Offered to connect with individuals at Indigenous and Northern Affairs Canada [INAC], to access document(s) which discusses similar content and provide guidance on appropriate language. Unsure about whether the document was specifically for internal use.

SUNDAY: Discussed instituting a new system for ARRC, which is used by the General Faculty Council [GFC]. The 'system' would include a general form, that could be used to note and collect student feedback. SUNDAY stated that if ARRC found it useful in the trial-run, of this task, that more structured implementation would be explored for the future. Indicated that [he] would introduce this system, more formally, at a future meeting.

BHATNAGAR: Thanked SUNDAY and his collaborator(s) for their work in creating this document. Suggested creating a list of actualized recommendations. Noted

that this information could be provided to the Marketing Department, and run by Students' Council. In the future, this could be utilized as a resource to Faculty Associations [FA's].

MOGALE: Suggested that a section be included in the Document, to allow a reader to discuss and write how they are contributing to treaty acknowledgement.

BROWN: Proposed including the word learning, as it is not an explicit reference to academic courses. [SUNDAY and the Committee agreed; 'learning' was added back to the reference].

MULHOLLAND: Suggested adding a statement to emphasize an individual's responsibility to learn about the territory, which references the "depth" of Indigenous history.

SUNDAY: Believed that a "Tip-Sheet" could provide a useful addition to the territory, to cover the aforementioned suggestions.

WEBSTER: Suggested two versions of the Acknowledgement - one for public use, and a longer one for internal use.

SUNDAY: This idea was 'scrapped' by the Students' Council, as it was deemed to minimize the issues expressed in the acknowledgement.

2018-17/2b Indigenous Student Employment Challenges

SUNDAY: Allowed BROWN to introduce the aforementioned 'Discussion' item.

BROWN: Discussed [his] current work with Councillor BILAK, within the Policy Committee, on the 'Student Employment Political Policy'. The Policy Committee decided that both International and Indigenous student employment challenges' would file under this broader policy, instead of a separate one.

Requires ARRC's feedback and guidance, to ensure that the section pertaining to Indigenous student challenges is accurate and as nuanced as possible.

BELCOURT: Indicated that one of the largest barriers for a number of current FMNI students, is their lack of network in the Edmonton region, as many come from smaller, rural backgrounds. Discussed how non-FMNI students may have access to familial connections, or a better-developed network that can be leveraged in seeking employment. BELCOURT discussed [her] experience, from a family with fewer professionally employed individuals, and the challenges [she] experiences, in finding relevant opportunities to explore her professional interests.

Also discussed how this lack of network compounds in FMNI student's ability to seek-out advancing opportunities, that are afforded to individuals who have a

greater amount of relevant experience.

Listed the following issues as additional barriers: trauma, mental-health issues, physical illness, non-supportive family members, family emergencies.

SUNDAY: Added to BELCOURT's previous statement(s). Research suggests a general gap in rural and reserve-FMNI students experience and skills. Discussed the difference in reserve and city [Edmonton] structure and a lack of experience navigating this structure, can act as a barrier to 'breaking-in' to the regional employment sector.

Identified that these challenges are magnified for members of the Inuit community. Stated that the conception of time, and 'working a 9:00 to 5:00' job, contrasts with the aforementioned group's concept of daily work. Provided an anecdotal example, affirming this information, collected from SUNDAY's colleague.

MULHOLLAND: Inquired whether SUNDAY's information, could be used to reaffirm racial biases, and access to opportunities for networking/career growth.

BROWN: Attended the National Youth Employment Strategy [the Federal government's strategy to increase Youth employment]. The 'Strategy' is composed of three (3) sub-sections, with the first referring to 'funding to employers who provide opportunities for skill-development to students'. Inquired whether the Committee was familiar with this program.

JOCELYN: Indicated that [she] had heard about the program, and agreed that it was somewhat effective in reducing barriers, but that the framework itself included many barriers and lacked accessibility to Youth. Stated that the website, and language about the program, lacked consideration for user-interface.

MOGALE: Suggested that the Policy Committee look in to the work of current organizations who are working to address Indigenous employment barriers. This information could also be collected and disseminated to students. Discussed the International Student Work Study Program [ISWSP], which could be used as a model for an internal, Indigenous-student framework.

CALLIHOO: Indicated that the Arts Work Experience Program, was exploring the possibility of producing content for Indigenous students, but that this was in early stages.

MOGALE: Suggested that the Students' Union should also incorporate the Policy in to their own hiring framework.

SUNDAY: Agreed with MOGALE, and extended this sentiment to to include as many local community partners as possible. States that advocacy should go beyond local/provincial/federal government partners.

BELCOURT: Discussed a meeting [her] and MULHOLLAND had attended with a PhD candidate in the Faculty of Native Studies, who provided practical feedback about accessing and creating an improved framework for Indigenous students to access employment opportunities. During the meeting, discussed 'combat barriers' which include(s) housing, as many FMNI students return to rural communities when they are not in classes. Childcare and language, were also referenced.

WEBSTER: A number of positions for FMNI individual, are typically related to community-bridging [i.e. Indigenous Liaison]. Acknowledged the importance of those positions; however, an expansion of opportunities is also necessary.

BROWN: Thanked the Committee for their feedback, and expressed hope for a comprehensive and reflective Policy.

2018-16/3 **COMMITTEE BUSINESS**

2018-16/4 **INFORMATION ITEMS**

2018-16/5 **ADJOURNMENT**

SUNDAY: Adjourned the meeting at 1:41pm.

2018-16/5a **Next Meeting: TBA.**

SUMMARY OF MOTIONS

MOTION	VOTES
BELCOURT/CALLIHOO MOVED to approve the amended agenda.	11/0/0 - CARRIED