



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

**Wednesday, February 13, 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-2018-20)

2018-20/1 INTRODUCTION

2018-20/1a Call to Order

2018-20/1b Prayer/Smudging Ceremony

2018-20/1c Approval of Agenda

2018-20/1d Approval of Minutes

2018-20/1e Chair's Business

2018-20/2 QUESTION/DISCUSSION PERIOD

2018-20/2a Per the joint Policy // ARRC meeting, the TRC policy is headed for discussion at ARRC for potential amendments and considerations before heading to Policy committee.

See ARRC-2018-20.02.

2018-20/3 COMMITTEE BUSINESS

2018-20/4 INFORMATION ITEMS

2018-20/4a *ARRC-2018-19*, Meeting Minutes - February 6, 2019.

See ARRC-2018-20.01.

2018-20/4b Indigenous Policy - First Principles.

See ARRC-2018-20.02.

2018-19/5 **ADJOURNMENT**

2018-19/5a **Next Meeting:** Wednesday, February 20, 2019 @ 1:00PM in SUB 6-06.



University of Alberta Students' Union
**ABORIGINAL RELATIONS
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 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.

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		N	
Andre Bourgeois		Y	
Colin Mulholland (Vice-President (External), NSSA)		N	

MINUTES (ARRC-2018-19)

2018-19/1 INTRODUCTION

2018-19/1a Call to Order

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

2018-19/1b Prayer/Smudging Ceremony

2018-19/1c Approval of Agenda
BOURGEOIS/BELCOURT MOVED to approve the agenda.
5/0/0 - CARRIED

2018-19/1d Approval of Minutes
BOURGEOIS/BELCOURT MOVED to approve the minutes of *ARRC-2018-18-M*
5/0/0 - CARRIED

CALLIHOO/BELCOURT MOVED to approve the minutes of *ARRC-2018-17-M*
4/0/1 - CARRIED
Bourgeois abstains.

2018-19/1e Chair's Business

2018-19/2 QUESTION/DISCUSSION PERIOD

2018-19/2a Discussion with SU Staff

DUMOUCHEL: Established that he is attending the meeting to get details related to operationalising the actionable proposals within the ARRC Recommendations. Inquired into whether there were insufficient funds for the elder and traditional knowledge keeper.

SUNDAY: Responded that there was not a shortage, but the present amount allocated does not allow for multi-nation representation. Considered that there could be Metis, First Nations, and Inuit elders attached to the Committee.

BELCOURT: Proposed that the Committee estimate the number of occasions for which an elder is required. Considered that the elders should be present, at minimum, during the talking circle, a smudging orientation, and a meeting of ARRC.

BOURGEOIS: Proposed having three elders.

DUMOUCHEL: Advised using the phrase "to ensure an appropriate level of funding" within the Recommendation for more elders.

BOURGEOIS: Emphasised the great importance and turnout of the Aboriginal Town Hall.

BELCOURT: Proposed hosting a sweat lodge event each year.

DUMOUCHEL:

Expressed concern over the continuity and the capability of having multiple

smaller Indigenous positions and an Indigenous department. Proposed, alternatively, a reconciliation coordinator as part of the SU Leadership and Recognition Department. Outlined that this position's responsibilities would include: supporting Week of Welcome, assisting with ongoing consultation with the Indigenous community and students, arranging logistics with elders, participating in policy development and cultural awareness, training staff and Council on reconciliation issues, and programming the Indigenous Leadership Programme. Noted that the position cost between \$40,000 to \$45,000. Suggested that the cost could be shared through the Saville Indigenous Leadership Programme.

MOGALE: Expressed concern that one position would not be sufficient to handle the responsibilities outlined. Proposed that there be two positions.

DUMOUCHEL: Suggested that the Leadership Department staff can provide support. Noted that there will be more hours in the first-years for start-up. Suggested that the workload is not overwhelming and can be reconsidered if problems emerge. Suggested that having one position would be more resilient to budget remodeling with voluntary student unionism.

BELCOURT: Inquired into whether the position would draw funds away from the Saville's initiative and limit its effectivity.

DUMOUCHEL: Responded in the negative. Noted that the positions are not time intensive enough to be separate.

BOURGEOIS: Confirmed that the ALP role has more work than that of faculty leader.

DUMOUCHEL: Confirmed that the ELP role is not a full time job.

BOURGEOIS: Noted that the position would increase the Leadership departmental team from five to six persons all of whom could work with one another.

BELCOURT: Inquired into how long a given person will stay in the position. Inquired into whether the position will be held by an Indigenous person.

DUMOUCHEL: Responded that the person would stay in the role for 2-3 years and hiring would be preferential to Indigenous applicants.

BELCOURT: Proposed having a requirement that the person have a strong involvement in their community.

DUMOUCHEL: Suggested that ARRC have a seat on the hiring committee for the Indigenisation initiative.

BELCOURT: Expressed concern that the training process for staff and Council will

be too time-intensive for the position.

DUMOUCHEL: Suggested that it will become easier once there are established resources. Emphasised that the Events and Programming team can support the Coordinator who will work on a conceptual level.

BOURGEOIS: Noted that internal projects developed by the Coordinator can get preferred access to Events. Clarified that the Coordinator could present project plans that are then carried out by the other staff.

SUNDAY: Recognised the need to find efficiencies when the budget may become strained. Inquired into where the position would fit into the organisational hierarchy.

DUMOUCHEL: Responded that the Coordinator will have a reporting relationship with the General Manager and the President and will be supervised by the manager of the Leadership and Recognition Department.

BOURGEOIS: Suggested that the Committee first receive a draft job description before amending their Recommendations to include the Coordinator role.

BHATNAGAR: Expressed concern that waiting for a job description would further delay the process.

CALLIHOO: Proposed that the chair of ARRC serve on the Coordinator hiring committee.

BELCOURT: Suggested that having many smaller positions, as opposed to one Coordinator role, would provide for an easier assessment of performance.

DUMOUCHEL: Suggested that the Coordinator position is the most simple and effective approach. Noted that Council and ARRC can always provide feedback on this Coordinator role.

SUNDAY: Proposed that the position be reviewed for its efficacy every few years. Confirmed that the Recommendations are supposed to be complete for March 26. Proposed funding a bus to transport members to a sweat lodge.

DUMOUCHEL: Expressed concern that the Recommendations do not offer clear definitions and use the term 'relevant' frequently without defining it contextually. Noted that this could cause contention in interpreting the term 'relevant' in future.

BOURGEOIS: Considered that the role of ARRC in the next year will be able to review and assess the implementation of the Recommendations.

BELCOURT: Inquired into whether the elders can be used in other events that are

not led by ARRC.

SUNDAY: Responded in the affirmative.

SUNDAY/BOURGEOIS MOVED to special order item *2018-19/2b*.

6/0/0 - CARRIED

2018-19/2b Mission Vision and Values

SUNDAY: Confirmed that the mission is satisfactory to the Committee. Confirmed the use of the term 'cultivate' in the pillars.

BELCOURT: Expressed concern that Mulholland rejected the term 'actualise' as too formal.

BOURGEOIS: Supported 'actualise' as a strong and clear action verb.

SUNDAY: Confirmed the use of the term 'actualise'. Proposed using the term 'co-constitute'.

BOURGEOIS: Proposed using the term 'mutually-beneficial' as opposed to 'positive' relationships.

SUNDAY: Confirmed that the pillars are complete.

MOGALE: Expressed concern that Value 3 is unclear.

BELCOURT: Clarified that the Value relates to honesty and fulfilling the Mission.

BOURGEOIS: Proposed amending the value to read 'embody honesty always'

SUNDAY: Confirmed the change to Value 3.

BHATNAGAR: Proposed using the term 'peoples' as opposed to the term 'people'.

DUMOUCHEL: Expressed concern that the Values vary widely in their length.

BHATNAGAR: Proposed removing filler words in order to simplify the Values.

SUNDAY: Determined to send Council the draft of the Mission, Vision, and Values with final feedback allowing for one week of review. Determined to review feedback of Council at the next meeting of ARRC.

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**
SUNDAY: Adjourned the meeting at 1:52pm.

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

MOTION	VOTES
BOURGEOIS/BELCOURT MOVED to approve the agenda.	5/0/0 - CARRIED
BOURGEOIS/BELCOURT MOVED to approve the minutes of <i>ARRC-2018-18-M</i>	5/0/0 - CARRIED
CALLIHOO/BELCOURT MOVED to approve the minutes of <i>ARRC-2018-17-M</i>	4/0/1 - CARRIED
SUNDAY/BOURGEOIS MOVED to special order item <i>2018-19/2b</i> .	6/0/0 - CARRIED

1 Facts

- 1) The University of Alberta has committed to increasing recruitment of Indigenous students and hopes to accomplish this by 2025¹.
- 2) The University of Alberta intends to increase support for Indigenous students and hopes to accomplish this by 2020².
- 3) The University of Alberta seeks a higher number of hired faculty who self-identify as Indigenous and hopes to accomplish this by 2025³.
- 4) According to the 2011 National Household Survey, 6.2% of Albertans identify as Indigenous⁴.
- 5) According to the 2016-17 University of Alberta Annual Report, 4% of students at the University of Alberta self-identify as Indigenous⁵.
- 6) The University of Alberta's institutional strategic plan, For The Public Good, has a goal of "develop ... a thoughtful, respectful, meaningful, and sustainable response to the Final Report of the Truth and Reconciliation Commission of Canada"⁶.
- 7) According to the 2016 report on Canadian Public Opinion on Aboriginal Peoples⁷
 - a) 22% of Canadians believe that Aboriginal peoples in Canada have poor living conditions, including poverty.
 - b) 47% of Canadians have had more favorable impressions of Aboriginal peoples because of their increased visibility in the community and in media.
 - c) Of Canadians whose impressions have worsened over time, 53% of them state this is because of the special treatment that Aboriginal peoples receive from the government.
 - d) 45% of Canadians learned about Aboriginal peoples primarily through education while in school, followed by 36% from their media coverage.
 - e) 79% of Canadians strongly (39%) or somewhat (40%) agree in being interested in learning more about Aboriginal cultures.
 - f) In 2008, Canadians believed the most important issue Aboriginal peoples faced was around land and treaty rights. In 2016, this shifted towards stigma and discrimination against Aboriginal peoples.
 - g) 58% of Canadians acknowledge there is a large gap in the standard of living for Aboriginal peoples.

¹University of Alberta, 2016-17 Annual Report, Objectives 1 & 4, p.15, as accessed at: <https://cloudfront.ualberta.ca/-/media/ualberta/reporting/annual-reports-and-financial-statements/annual-report-20162017.pdf>

² Ibid, p.15

³ Ibid, p.15

⁴ Ibid, p.17

⁵ Ibid, p.20

⁶ Ibid, p.10

⁷ National Centre for Truth and Reconciliation, Canadian Public Opinion on Aboriginal Peoples, June 2016, as accessed at: http://nctr.ca/assets/reports/Modern%20Reports/canadian_public_opinion.pdf

- h) 66% of Canadians had read or heard about residential schools in 2016.
- 8) According to the Assembly of First Nations Fact Sheet on Education:⁸
 - a) From 1996 to 2016, no more than 25 000 students have received funding from the Post-Secondary Student Support Program (PSSSP), despite the population of Indigenous youth growing over that time period.
 - b) Between 2012 and 2016, less than half of PSSSP students had received sufficient funding to complete a post-secondary program.
 - c) In 2012, there were 112 230 First Nations people between age 25 - 64 who were eligible to enter post-secondary. Of those individuals, 21% received PSSSP funding.
- 9) According to the 2015 Aboriginal Student Success Survey⁹:
 - a) 38% of FNMI students at the University of Alberta are the first in their family to attend university.
 - b) 10-22% of FNMI students attending the University of Alberta have dependant children.
 - c) 27% of FNMI respondents reported a barrier when trying to find out more information about University of Alberta programs.
 - d) 51% of FNMI respondents identified financial barriers in applying to the University of Alberta.
 - e) 31% of FNMI respondents identified housing as a barrier in applying to the University of Alberta.
- 10) The following statistics were gathered from Statistics Canada reports on Population, Residence, Health and Wellness, Engagement, and Student Financial Assistance:
 - a) Population
 - i) The average annual rate increase for the Aboriginal population (1.8%) was projected to be more than double the rate projected for the total population of Canada (0.7%) in 2017.
 - ii) According to the medium-growth scenario, the Aboriginal share of the total Canadian population was projected to increase to 4.1% by 2017, from 3.4% in 2001
 - iii) The Aboriginal population is much younger than the total Canadian population yet a trend toward aging is evident during the projection period. The median age of the Aboriginal people in Canada was projected to increase from 24.7 years in 2001 to 27.8 years by 2017 while that of the total Canadian population would increase from 37.1 years to 41.3 years during the same period.

⁸ Assembly of First Nations, Fact Sheet on First Nations Post-Secondary Education, 2018, as accessed at: http://www.afn.ca/wp-content/uploads/2018/07/PSE_Fact_Sheet_ENG.pdf

⁹ University of Alberta, Aboriginal Student Success Survey, 2015. Note: No digital source for this survey can be obtained. University administration is unable to locate the survey. All statistics are based on a paper copy.

- iv) In 2001, children under the age of 15 years represented one-third of the total Aboriginal population (32.9%). If fertility continues to decline moderately, the proportion of children will decrease to 28.6% by 2017
 - v) By 2017, Alberta may overtake British Columbia to become the second largest province, behind Ontario, for the Aboriginal population.
 - vi) Alberta has been the main province of residence for the Métis: 22.4% lived there in 2001, increasing to 24.5% by 2017.
 - vii) In 2001, about one-third of all Aboriginal peoples lived on reserves, with the remaining 67% in non-reserve areas: 27% in large cities, 21% in smaller cities and 19% in rural areas. According to the medium-growth scenario, by 2017, the proportion of reserve population would increase to 40%, while shares of large cities, smaller cities and rural areas would decline to 25%, 19% and 16%, respectively.
 - viii) Over the next 15 years, the regions with high concentrations of Aboriginal population are projected to see an increase in the proportion of Aboriginal young adults (aged 20 to 29 years).
 - ix) Edmonton has the second highest Indigenous population of Canadian cities.
 - x) Edmonton has the second highest Indigenous youth population (15-24) of Canadian cities.
- b) Residence
- i) Aboriginal children are more likely than non-Aboriginal children to live in a large family, with two parents who are in a common-law relationship, with a lone parent, or with grandparents.
 - ii) In 2011, 73% of all children in foster care in Alberta were Indigenous
 - iii) In 2006, 7% of the non-Aboriginal population were living in homes in need of major repair, compared to 8% in 1996.
 - iv) With little change from 1996 to 2006, 17% of First Nations people living off reserve indicated that their homes were in need of major repairs.
 - v) For First Nations people, 29% lived in a home in need of major repair, up from 26% in 1996. Métis people were the only identity group to see a reduction in the past decade.
 - vi) In Edmonton, about one in seven (14%) Aboriginal people lived in homes requiring major repairs in 2006, down from 18% in 2001. In comparison, the share of Edmonton's non-Aboriginal population living in dwellings in need of major repairs was 5% in 2006 and 7% in 2001.
- c) Health and Wellness
- i) The suicide rate for First Nations male youth (age 15-24) is 126 per 100,000 compared to 24 per 100,000 for non Indigenous youth.
 - ii) In 2017 the life expectancy for the total Canadian population is projected to be 79 years for men and 83 years for women. Among the Aboriginal population the Inuit have the lowest projected life expectancy in 2017, of 64 years for men and 73 years for women. The Métis and First Nations

populations have similar life expectancies, at 73-74 years for men and 78-80 years for women.

- iii) The most common cause of death in Indigenous people up to age 44 is suicide
 - iv) Indigenous youth rates of suicide are 5 times above the national average
 - v) Indigenous peoples' life expectancy is 7 years below the rest of the population
- d) Engagement
- i) In 2011, 21% of non-Aboriginal adults had a university degree compared to 7% of people with Aboriginal identity.
 - ii) Between 1981 and 2001, the share of Aboriginal males aged 25 to 34 years who had completed postsecondary education increased from 22% to 27%. The exceptions were Regina, Montréal and Edmonton, where the share of Aboriginal males aged 25 to 34 years with postsecondary educational credentials decreased.
 - iii) Regardless of their age group or sex, Aboriginal people living in Edmonton in 2006, were less likely than their non-Aboriginal counterparts to have a university degree.
- e) Student Financial Assistance
- i) Statistics Canada uses the concept of low income cut-off (LICO) to indicate an income threshold below which a family will likely devote a larger share of its income on the necessities of food, shelter and clothing than the average family. In 2005, in Edmonton almost one third (32%) of Aboriginal people were living under the LICO, compared to 13% of non-Aboriginal people. In addition, about four in 10 (42%) Aboriginal children (aged 14 years and under) in Edmonton were living under the LICO, compared to 16% of non-Aboriginal children. These data are based on the before-tax LICO.
 - ii) The median total income of the Aboriginal population aged 25 to 54 in 2005 was just over \$22,000, compared to over \$33,000 for the non-Aboriginal population in the same age group. Across the Aboriginal identity groups, the Métis had the highest median income at nearly \$28,000, followed by the Inuit with just less than \$25,000 and First Nations people with a median income of approximately \$19,000 in 2005. For First Nations people living off reserve, the median income was about \$22,500, compared to just over \$14,000 for First Nations people living on reserve.

2 Resolutions

- 1) The Students' Union will advocate that the University commit to increasing supports available to FNMI students to ensure the success of a growing FNMI student body.
- 2) The Students' Union will advocate that the University hire more people who identify as FNMI at all levels of the institution to achieve a diverse workforce as outlined in the 2016 Employment Equity Summary.
- 3) The Students' Union will advocate that the University accept FNMI students at a rate proportional to the provincial population.
- 4) The Students' Union will advocate that the University of Alberta increase opportunities for students to learn about FNMI peoples.
- 5) The Students' Union will advocate that the University commit to integrating FNMI knowledges and histories into each faculty.
- 6) The Students' Union will advocate that the University of Alberta take a more active role in spreading information that disputes stereotypes about FNMI peoples.
- 7) The Students' Union will advocate that the University streamline information about FNMI peoples. For example, amending the website on Indigenous Information and Resources.
- 8) The Students' Union will advocate that the government increase available financial supports to FNMI students.
- 9) The Students' Union will advocate that the University take measures to reduce barriers to affordable student housing for FNMI students.
- 10) The Students' Union will advocate that the University provide more mental health supports to FNMI students. In particular, culturally relevant supports.
- 11) The Students' Union will advocate that the University of Alberta provide a clear, direct plan to build the Maskwa House of Learning.
- 12) The Students' Union will advocate that the University reduce barriers to FNMI participation in co-curricular activities including financial barriers.
- 13) The Students' Union will advocate for more information, updates, and clarity on the University's commitment to Truth and Reconciliation.