

Minutes of a meeting of Senate held on the above date at 1:30 p.m. in the Senate Chamber, Room E3-262 Engineering and Information Technology Complex

Members Present

Dr. D. Barnard, Chair
 Dr. C. Adams
 Prof. A. Alessi-Severini
 Prof. C. Anderson
 Prof. J. Anderson
 Dean S. Baum
 Dean J. Beddoes
 Ms. L. Best
 Prof. R. Biscontri
 Dean J. Black-Branch
 Prof. P. Blunden
 Prof. T. Bone
 Prof. N. Boorberg
 Prof. O. Botar
Rectrice S. Bouffard
 Very Rev. R. Bozyk
 Dean D. Brown
 Prof. F. Burczynski
 Ms. R. Calotes
 Prof. A. Carriere
 Ms. K. Casalla
 Prof. T. Chen
 Prof. G. Clark
 Mr. M. Colley
 Prof. R. Currie
 Ms. S. Deibert
 Prof. S. Dhingra
 Ms. C. Dika
 Prof. M. Domaratzki
 Dean N. Dyck
 Prof. M. Faubert
 Ms. K. Flattery
 Prof. J. Frank
 Prof. M. Gabbert
 Prof. E. Haque
 Prof. J. Hare
 Prof. G. Hicks
 Mr. B. Hill
 Prof. D. Ireland
 Dr. D. Jayas
 Ms. H. Jenkins
 Ms. L. Johnson
 Dean E. Jurkowski
 Mr. G. Kasbia

Dean A. Kelekis-Cholakis
 Prof. W. Kinsner
 Ms. R. Koohgoli
 Ms. N. Lam
 Ms. M.-L. Lê
 Prof. K. MacKendrick
 Prof. S. McClement
 Mr. J. McNicholl
 Ms. K. Macalinao
 Prof. S. Mallory-Hill
 Dean D. Mandzuk
 Prof. B. Mark
 Prof. C. Miller
 Ms. J. Minarik
 Dean, T. Mondor
 Prof. K. Nixon
 Ms. L. O'Hara
 Prof. D. Oliver
 Prof. S. Passmore
 Prof. J. Peeler
 Ms. J. Peters
 Mr. D. Pinkerton
 Mr. E. Podaima
 Ms. M. Pozdirca
 Prof. S. Prentice
 Mr. J. Price
 Dean L. Raman-Wilms
 Prof. A. Raouf
 Prof. M. Rastegar
 Dr. J. Ristock
 Ms. G. Romund
 Dean. M. Scanlon
 Prof. A. Schultz
 Prof. A. Schwann
 Mr. M. Shaw
 Acting Dean L. Simard
 Prof. M. Smith
 Mr. G. Sobie
 Prof. J. Sorensen
 Mr. E. Tahmasebian
 Prof. M. Tamtik
 Prof. R. Tate
 Dean J. Taylor
 Ms. E. Thomas
 Prof. G. Tranmer

Prof. C. Trott
 Dean R. Urbanowski
 Prof. J. van Lierop
 Prof. D. Walker
 Dean M. Yellow Bird
 Ms. L. Zapshala-Kelln
 Mr. J. Leclerc,
 University Secretary
 Dr. S. Coyston,
 Recording Secretary

Assessors Present

Ms. S. Bonner-Proulx
 Mr. S. Dorge
 Dr. D. Hiebert-Murphy
 Prof. R. Lastra
 Mr. N. Marnoch
 Mr. C. Neumann
 Prof. G. Smith
 Dr. D. Stewart
 Dr. M. Torchia
 Ms. B. Usick
 Prof. D. Watt

Regrets

Mr. J. Adams
 Prof. B. Albensi
 Mr. J. Asaminew
 Prof. B. Austin-Smith
 Dr. J. Blatz
 Prof. M. Czubryt
 Mr. G. Doak
 Dr. J. Doering
 Prof. D. Gardner
 Mr. M. Garrett
 Dr. G. Glavin
 Dean N. Halden
 Prof. J. Honeyford
 Mr. J. Kearsey
 Ms. M. McNicholl
 Chancellor A. Mahon
 Prof. K. Main
 Mr. J. Moon
 Prof. J. Paliwal

Dean B. Postl
 Prof. T. Reeve
 Prof. B. Rice
 Ms. L. Schnarr
 Prof. G. Thompson

Absent

Prof. N. Cicek
 Prof. S. Clark
 Mr. T. Gibbes
 Dean G. Jacoby
 Prof. R. Koop
 Mr. J. Sanderson
 Prof. C. Schmidt
 Prof. R. Souleymanov
 Mr. E. Teklemariam
 Prof. X. Wang

Also Present

Prof. J. Carlberg
 Dr. C. Cook
 Ms. C. Davidson
 Prof. M. Edwards
 Ms. S. Foster
 Ms. P. Gareau
 Ms. M. McDermott
 Mr. J. Montgomery
 Mr. N. Ort
 Ms. V. Shantz
 Ms. P. Trupish
 Ms. S. Utsunomiya
 Ms. M. Watson
 Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Cary Miller, Faculty of Arts.

The Chair welcomed to Senate, Dean Kelekis-Cholakis, Gerald Niznick College of Dentistry, Acting Dean Simard, Faculty of Graduate Studies, Dean Yellow Bird, Faculty of Social Work, Ms. O'Hara, Vice-Provost (Libraries) and University Librarian, and Dr. Bouffard, Rector, Université de Saint-Boniface.

**I CANDIDATES FOR DEGREES,
DIPLOMAS AND CERTIFICATES - OCTOBER 2019**

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A copy of the list of graduands was available at the meeting for examination by members of Senate.

Mr. Marnoch said the School of Art was recommending that Senate approve one candidate for a Bachelor of Fine Arts degree notwithstanding a deficiency. The student had been advised that a topics course could be completed twice for credit where the course in question could not be repeated. The School was also recommending one candidate for a Bachelor of Fine Arts (Honours) degree notwithstanding a deficiency of 3 credit hours. The student had completed one course with a grade of "D," and the School requires a minimum grade of C in courses that contributed toward the degree.

Mr. Marnoch said the Faculty of Arts was recommending one candidate for a Bachelor of Arts degree notwithstanding a deficiency of 3 credit hours. The degree would be awarded posthumously.

Mr. Marnoch said the Faculty of Social Work was recommending one candidate for a Bachelor of Social Work degree notwithstanding that the student had not completed the Mathematics (M) requirement. The student had been taking a Mathematics course but had become ill, which could have been exacerbated by the stress of writing an open-book examination. The Faculty, student, and Student Accessibility Services had worked together with the Department of Mathematics and the Faculty of Science's Accessibility Accommodation Team but had not been able to identify an alternative evaluation.

Professor Miller MOVED, on behalf of the Senate Executive Committee, THAT the candidates recommended for a degree notwithstanding a deficiency be approved.

CARRIED

Professor Miller MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the Registrar be approved, subject to the right of Deans and Directors to initiate late changes with the Registrar up to October 4, 2019.

CARRIED

**II REPORT ON MEDALS AND PRIZES
TO BE AWARDED AT THE OCTOBER CONVOCATION**

This report was available at the front table in the Senate Chamber for examination by members of Senate.

Professor Miller MOVED, on behalf of the Senate Executive Committee, THAT the report on medals and prizes provided to the University Secretary be approved by Senate.

CARRIED

III **MATTERS TO BE CONSIDERED IN CLOSED SESSION** - none

IV **MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE** - none

V **MATTERS FORWARDED FOR INFORMATION**

1. **Report of the Senate Committee on Awards
[June 11, 2019]** Page 5
2. **Report of the Senate Committee on Appeals
[August 26, 2019]** Page 11
3. **Correspondence from President and Vice-Chancellor,
President's Approval**
 - a) **RE: Extension of Suspensions of Admissions to
Post-baccalaureate Diploma in Agrology, Master of
Science in Textile Sciences, Master of Science in
Family Social Sciences, Master of Arts in Icelandic** Page 13
 - b) **RE: Suspension of Admissions to Post-baccalaureate
Certificate in E-Learning** Page 14
4. **Correspondence from the Provost and Vice-President
(Academic) RE: Closure of the Bachelor of Science and
Minor in Textile Sciences** Page 19
5. **Items Approved by the Board of Governors
[June 25, 2019]** Page 21
6. **Items Approved by the Board of Governors Executive
Committee [August 27, 2019]** Page 23

VI **REPORT OF THE PRESIDENT**

1. **October 2, 2019** Page 24

President Barnard welcomed Senators back for the 2019/2020 academic year, which would be his last year as President and Chair of Senate. Referring to *The University of Manitoba Act*, which states that Senate has general charge of all matters of an academic character, he reminded Senators that Senate's work was fundamental to the functioning of the University, and Senators had a broad and complex suite of responsibilities. President Barnard said the importance of Senator's service to the University could not be overstated and he thanked them for their time and their commitment.

President Barnard observed that during September, the University had welcomed back students and launched the Fall Term; it had honoured residential school survivors and those who had never made it home on Orange Shirt Day; it had celebrated the accomplishments of alumni at Homecoming; and it had welcomed the Justices of the Supreme Court of Canada, who had visited the Fort Garry Campus while in Winnipeg for the Court's first-ever sitting outside of Ottawa.

2. Updates on Three Matters of Importance

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- **Report on Responding to Sexual Violence, Harassment and Discrimination at the University: a Path Forward**

President Barnard recalled that, on September 17, 2019, the University had shared the report, *Responding to Sexual Violence, Harassment & Discrimination: A Path Forward (August 2019)*. The University had commissioned the independent report, to provide objective advice on preventing and responding to sexual violence in the University community and to guide the University's actions in addressing sexual violence, harassment and discrimination. President Barnard said addressing sexual violence was a shared responsibility. He encouraged Senators to read the report and to consider its recommendations.

President Barnard said the University does not condone behaviour that undermines the dignity, self-esteem or productivity of anyone in the University community. It prohibits any form of discrimination and harassment and is committed to a safe, inclusive and respectful work and learning environment, free of sexual violence and harassment. The principles are outlined in various University policies and much work was underway to support them.

President Barnard acknowledged and thanked the Co-Reviewers, Ms. Miller, Q.C., and Ms. Van Iderstine, for their excellent work on the Report. They had brought their diverse experience in areas of constitutional law, human rights, and cases of discrimination, abuse and harassment, and sexual harassment. They had also brought their demonstrated capacity for undertaking broad and complex reviews, and the University was extremely fortunate to have their expertise.

President Barnard said the Co-Reviewers had conducted extensive consultations, involving student leaders, academics, UMFA representatives, senior administrators, Human Resources, security personnel, and others who work with survivors for sexual violence, harassment and discrimination. Their recommendations were also informed by *The University of Manitoba Campus Climate Survey on Sexual Violence: A Final Report (January 2019)* prepared by Professor Peter and Dr. Stewart, which had provided a wealth of perspective from a diversity of voices, including survivors and historically underrepresented groups. President Barnard thanked all members of the University community who had contributed their time and insights, informed by both their professional and personal experiences.

President Barnard said he had accepted all forty-three recommendations in the report, which covered a range of matters, from the type of services to offer to

survivors, to how to provide these, to policy changes. For example, encouraging the current practice within the Office of Human Rights and Conflict Management and the Indigenous Student Centre of using mediation, restorative justice and alternative measures to repair harm to the survivor; establishment of a sexual violence resource centre; and banning of intimate relationships between teaching staff and students they supervise.

President Barnard said the University's leadership team was committed to seeing the recommendations implemented in a timely fashion. Ms. Zapshala-Kelln, Vice President (Administration), would lead an implementation team comprising the Vice-Presidents who would, in turn, collaborate with working subcommittees. President Barnard said the implementation team was committed to working with the entire University community to develop implementation plan. It would seek out the voices of survivors, students, staff and faculty, from across the University, to inform the implementation process. It would also ensure that the concerns of LGBT2SQ+ persons, Indigenous peoples, persons with disabilities, members of racialized communities, and women were reflected.

President Barnard said plans and timelines for addressing each of the recommendations would be established within the next six months. Where possible, the University would act upon recommendations immediately.

- **Discussions to Explore Possibility of a More Integrated Structure Including the School of Art and Desautels Faculty of Music**

President Barnard recalled that, in 2012, he had launched the Academic Structure Initiative, in response to concerns about the complexity of academic structures at the University. The goal was to reduce the number of faculties and schools from twenty to a number that was closer to the national average of thirteen. In 2013, the Rady Faculty of Health Sciences had been established, bringing together what now are the Colleges of Dentistry, Medicine, Nursing, Pharmacy, and Rehabilitation Sciences. In 2014 and 2015, the former Faculty of Human Ecology was closed and faculty and staff moved to departments in the Faculty of Agricultural and Food Sciences and the Max Rady College of Medicine. These restructurings had resulted in more collaboration, innovative and coordinated program opportunities, and strategic use of resources; all supporting an excellent student experience and enriched scholarly work.

President Barnard said he had asked the Provost to explore, with Dean Taylor, Acting Director, School of Art, and Dean Jurkowski, Desautels Faculty of Music, the potential for discussions within their units to create a more integrated structure. He said there was an existing desire in both communities for greater collaboration. A preliminary meeting with members of the two units had taken place in early September.

President Barnard emphasized there were no predetermined outcomes. In the coming months, Dean Taylor and Dean Jurkowski would lead a process to explore options for greater integration. The process would include discussion, consultation, and transparency. It was anticipated that a proposal would be

brought forward early the next year. Any proposal that was brought forward would be subject to the necessary approvals and would respect the collective agreement between UMFA and the University.

- **Presentation on Indigenous Senior Leadership at the University of Manitoba, by Dr. Catherine Cook**

President Barnard recalled that Dr. Ristock, Provost and Vice-President (Academic), had struck an advisory committee on the senior leadership position in Indigenous Achievement, to provide insight into moving forward in the longer term. Membership of the Provost's Advisory Committee included:

Chair: Dr. Cook, Vice-Dean (Indigenous), Rady Faculty of Health Sciences

Members:

- Professor Anderson, Executive Director, Indigenous Academic Affairs, Ongomiizwin (Indigenous Institute of Health and Healing)
- Professor Fitznor, Department of Educational, Administration, Foundations and Psychology
- Ms. Gottheil, Vice-Provost (Students)
- Ms. Lavallee, Elder, Ongomiizwin (Indigenous Institute of Health and Healing)
- Dean Mandzuk, Faculty of Education
- Professor Miller, Head, Department of Native Studies
- Mr. Gelowitz, Student Representative, Bannatyne Campus
- Ms. Stefano, Student Representative, Fort Garry Campus
- Ms. Forsythe, Graduate Student Representative, Fort Garry Campus
- Mr. Wilson, Graduate Student Representative, Bannatyne Campus
- Ms. Cyr, Director, Indigenous Student Centre
- Ms. Shead, Coordinator, Indigenous Achievement

The mandate of the Advisory Committee was to: assess the mandate of the Vice-Provost (Indigenous Engagement) and the support structure for that position; consider strengths and weaknesses of the University's current approach to senior Indigenous leadership; consider the needs and supports going forward; consider the appropriate reporting structure and units and the supports needed to fulfil the mandate.

President Barnard said the Advisory Committee had released findings from its consultations in June 2019, and he had received the final report in September. It was presented to the Board of Governors at its meeting on September 24th.

President Barnard welcomed Dr. Cook to Senate. He informed Senate that Dr. Cook, Vice-Dean (Indigenous), Rady Faculty of Health Sciences, was the Head, Ongomiizwin (Indigenous Institute of Health and Healing), which she had helped create (Senate, April 5, 2017; Board of Governors, April 18, 2017). Dr. Cook currently served as the Provincial Lead, Indigenous Health, Shared Health Services and on several national boards and committees. She had received many national and local awards, including the Dr. Thomas Dignan Award for Indigenous Health from the Royal College of Physicians and Surgeons of Canada, the WXN Top 100 Women in Canada (2017), the Health Administration

Award from Doctors Manitoba, and the May Cohen Award from the Association of Faculties of Medicine of Canada (AFMC).

President Barnard said Dr. Cook would summarize the recommendations that culminated following a series of consultations with Indigenous faculty and staff, Indigenous student groups, deans and directors, key administrators, and other important stakeholders. He acknowledged the outstanding work on this important project, by Dr. Cook, the Advisory Committee, and resource persons.

Dr. Cook made a presentation on *Indigenous Senior Leadership at the University of Manitoba (Senate, October 2, 2019)*. A copy of her presentation is appended to the minutes of the meeting.

Dr. Cook briefly reviewed each of the five recommendations of the Provost's Advisory Committee, as detailed in the presentation and in the *University of Manitoba Indigenous Senior Leadership: Report and Recommendations to the Provost and Vice-President (Academic) (August 31, 2019)*:

- Recommendation 1: Executive and Senior Leadership – enhance capacity with a critical mass of Indigenous leadership
- Recommendation 2: Executive and Programmatic Leadership – Develop the required plans, relations, resources, and Indigenous Leaders
- Recommendation 3: Clarify expectations and responsibilities at the faculty and administrative unit levels
- Recommendation 4: Building a campus community
- Recommendation 5: Weave us all together – governance and administrative structure

President Barnard thanked Dr. Cook for her presentation and for her advice and contributions, over a number of years, to the work of describing what senior Indigenous leadership at the University would look like.

President Barnard invited questions on the presentation.

Professor Miller emphasized the importance of education and training. She said a participant in a summer institute recently offered by the Faculty of Arts had captured what faculty and other members of the University community should strive for, which is literacy in Indigeneity. She recalled that the individual had offered this language in the context of a discussion of the document, *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*, which, the participant said, had given them the literacy to understand the scope and context of the recommendations contained in that Report. Professor Miller said, ideally, literacy in Indigeneity would be what faculty members would be able to bring to the classroom, both in terms of infusing Indigenous content in courses and when addressing students' questions.

President Barnard thanked Dr. Cook for her presentation and expressed his gratitude to her and other members of the Advisory Committee for their work. He

said the recommendations would guide the University in building an institution that reflects Indigenous perspectives and provides a welcoming environment for Indigenous students, faculty and staff. The recommendations would require the University to reimagine leadership and governance structures and the organization of program and service delivery, consider initiatives that promote and support reconciliation, address anti-Indigenous racism, engage the community in cultural training, and advance Indigenous achievement.

President Barnard said the University would consider possible senior leadership structures in Indigenous Engagement and Achievement. Each of the options was underpinned by a recommendation that the University establish a Vice-President (Indigenous) position.

President Barnard said he and the Vice-Presidents strongly supported the principles outlined in the Advisory Committee's recommendations. The University was committed to bringing together the community for critical conversations about next steps and implementation. Recognizing there were many details yet to be worked out and that significant work was required, President Barnard said there was a strong desire to implement the recommendations in as timely a manner as possible. He informed Senate that he had requested and received the Board of Governors' approval to establish a Vice-President (Indigenous) position. The University would engage an interim Vice-President (Indigenous), to be tasked with undertaking the implementation process. President Barnard said he hoped to make an announcement shortly on an appointment and the establishment of an implementation team.

VII QUESTION PERIOD

Senators are reminded that questions shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. on the Friday preceding the meeting.

No questions were received.

VIII CONSIDERATION OF THE MINUTES OF THE MEETING OF JUNE 26, 2019

Professor Kinsner MOVED, seconded by Dean Jurkowski, THAT the minutes of the Senate meeting held on June 26, 2019 be approved as circulated.

CARRIED

IX BUSINESS ARISING FROM THE MINUTES - none

X REPORTS OF THE SENATE EXECUTIVE COMMITTEE AND THE SENATE PLANNING AND PRIORITIES COMMITTEE

1. Report of the Senate Executive Committee

Page 44

Professor Miller said Senate Executive met on September 18, 2019. The comments of the committee accompany the reports on which they were made.

Professor Miller said Senate Executive made nominations to fill two vacancies on the Senate Committee on Nominations.

Professor Miller MOVED, on behalf of the committee, THAT the following nominations to the Senate Committee on Nominations be approved by Senate:

- a) **Professor Oliver Botar (new appointment, Senator) representing Music and the School of Art, for the balance of a term ending May 31, 2021;**
- b) **Ms. Lori Giles-Smith (new appointment) representing Libraries and Student Affairs, for a term ending May 31, 2022.**

CARRIED

**2. Report of the Senate
Planning and Priorities Committee**

Professor Watt said the Senate Planning and Priorities Committee met on August 26, 2019, to discuss a proposal from the Desautels Faculty of Music. At its meeting on September 30, 2019, the committee had received the 2020/2021 Estimates Submission and had discussed a proposal from the Faculty of Science. The committee's recommendations would be reported to Senate at a future meeting.

**XI REPORTS OF OTHER COMMITTEES OF SENATE,
FACULTY AND SCHOOL COUNCILS**

**1. Report of the Senate Committee on Awards
RE: Revised Terms of Reference for the Committee**

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Professor Carlberg said the Senate Committee on Awards was recommending changes to its terms of reference, to reflect the *Student Awards* policy approved by Senate and the Board of Governors in June 2019, and to update the membership to reflect the contributions of support staff in the Financial Aid and Awards Office as well as the Executive Director of Enrolment Services. A number of small changes had been made to update language in the document.

Professor Carlberg MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Awards regarding Revised Terms of Reference for the Committee, effective upon approval by Senate.

CARRIED

**2. Report of the Senate Committee on Nominations
[September 18, 2019]**

Page 50

Professor Edwards said, in an electronic meeting conducted on September 13, 2019, the Senate Committee on Nominations had nominated one faculty member and two students to fill vacancies on the committees identified in the Report.

There were no further nominations.

Professor Edwards MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated September 18, 2019].

CARRIED

XII ADDITIONAL BUSINESS

1. Revision to the Academic Schedule for 2019 – 2020 Spring Convocation

Page 54

Mr. Marnoch briefly reviewed a proposal to revise the 2019 – 2020 Academic Schedule. Specifically, the dates for the Spring Convocation at the Fort Garry Campus would change to June 4 – 5 and June 8 – 9, 2020, from June 1 to 5, 2020, and the date for the Spring Convocation at the Université de Saint-Boniface would change to June 15, 2020 from June 8, 2020.

Mr. Marnoch said, in the last several years, dates for the Spring Convocation ceremonies at the Fort Garry Campus conflicted with dates for the Congress of the Social Sciences and Humanities. The revised dates would make it possible for more faculty members from the Faculties of Arts, Music, and Social Work, among others, to participate in the platform party. Splitting the ceremonies over two weeks would also facilitate the day-to-day work of staff and senior administrators who were involved in all of the ceremonies. The Université de Saint-Boniface supported the revised date for its ceremony, as it fell in the same week as the Convocation ceremony for its College programs.

Dr. Adams MOVED, seconded by Dean Dyck, THAT Senate approve a revision to the Academic Schedule for 2019-2020 concerning dates for Spring Convocation.

CARRIED

2. Update on Presidential Search

On behalf of Mr. Lieberman, Chair of the Presidential Search Committee, Mr. Leclerc provided Senate with an update on the Presidential search process. He said the search was continuing on schedule. There had been great interest in the position and many strong applications from local, national, and international candidates. Over the summer, search consultants had met with the long list of candidates to conduct in-depth assessments based on the position description and selection criteria. The Search Committee had met in early September to review the field and had agreed upon a smaller group of candidates to progress to interviews, which would occur in multiple stages through October. Further updates on the Search Committee's work would be posted to the University Governance website and provided to the University community as the search process moved forward.

XIII ADJOURNMENT

The meeting was adjourned at 2:32 p.m.

These minutes, pages 1 to 11, together with the agenda, pages 1 to 54, and the presentation, “Indigenous Senior Leadership at the University of Manitoba,” comprise the minutes of the meeting of Senate held on October 2, 2019.



Indigenous Senior Leadership at the University of Manitoba

Presented by:

Dr. Catherine Cook, Committee Chair


Senate

October 2, 2019

A large, light-colored feather graphic is positioned on the left side of the slide, extending from the top to the bottom. It has a central rachis with many fine barbs radiating outwards, creating a fan-like shape.

Overview

- Mandate of Provost Advisory Committee on Indigenous Senior Leadership
- Committee Approach and Analysis
- Key Points of the Report
- Historical Context and Impacts
- Recommendations in the Report
- Discussion



Mandate of the Provost Advisory Committee on Indigenous Senior Leadership

- To review background materials and consider the current mandate of the Vice-Provost Indigenous Engagement and the structure of the Indigenous Engagement and Achievement offices
- Through a consultative process assess the strengths and weaknesses of the current approach and consider the needs and supports going forward
- Provide recommendations on the role / mandate for the next Vice-Provost, the appropriate reporting structure / units and necessary supports



Committee Approach and Analysis

- Focused consultation sessions – thirteen sessions with senior leaders, faculty, staff and students, Indigenous faculty, staff and students and town halls at all three campuses
- Dedicated webpage
- Email account for feedback
- Advisory Committee member feedback

Key Points....

- Truth and Reconciliation Commission – Calls to Action
- Decolonization - curriculum, campus policies and procedures
- Provincial and community agreements – Blueprint, etc.
- Anti-Indigenous Racism – Strategy





Historical Context

- Series of legislation and policy directives resulted in the *Indian Act*
- Only race based legislation in the world
- Legal restrictions that removed all authority, autonomy, traditional and cultural actions that defined Indigenous Peoples
 - Confinement of Indigenous Peoples to reserve lands requiring a pass to leave for any reason, Forced children into residential schools, Prohibited independent economic development, Prohibited traditional and cultural practice
- Limited Indigenous Peoples' growth and development as a people or nation
- Most damaging – pervasive message to Canadian society that Indigenous Peoples are not entitled to the same respect, recognition, freedom of movement and basic human rights experienced by other Canadians



Impacts of Historical Context...

- Minimal (or none) consequences for racist attitudes and discriminatory behavior against Indigenous Peoples
- Most practices are invisible – normalized
- TRC #57 training for public servants on the history, cultures, treaties and legal status of Indigenous Peoples in Canada
- Ongomiizwin and Migizii Agamik
- National Center for Truth and Reconciliation



Current Context....

- Truth and Reconciliation Commission – Calls to Action 2015
- United Nations Declaration on the Rights of Indigenous Peoples 2017
- Missing and Murdered Indigenous Women and Girls – Calls for Justice 2019
- U 15 Survey of Indigenous Lead Roles Across Canada
- City of Winnipeg: ‘Winnipeg’s Indigenous Accord’ 2019
- University of Manitoba ‘Manitoba Collaborative Indigenous Education Blueprint’ 2019
- University of Manitoba ‘Taking Our Place: University of Manitoba Strategic Plan 2015 - 2020



Themes from Consultation Sessions

- Accountability
- Governance
- Organizational Structure
- Community



Recommendation Themes

- Executive / Senior Leadership – enhance capacity
- Programmatic Leadership - Development and Implementation
- Clarify expectations and responsibilities
- Building a Campus Community
- Governance and Administrative Infrastructure



Recommendation 1: Executive and Senior Leadership

- Establish the position of a Vice-President, (Indigenous)
- Establish a support team of portfolio leads for the Vice-President (Indigenous)
- Encourage Vice-Presidents to identify or hire an Associate Vice-President / Vice-Provost or Indigenous Lead in their portfolios
- Establish Senior Indigenous Administrative Leads within each faculty
- Establish an Elder-in-Residence to support the Office of the Vice President (Indigenous)



Recommendation 2: Programmatic Leadership

- To develop the required plans, relationships, resources and Indigenous leaders
- Identify a Framework for Community – Faculty Partnerships for research and development
- Support the creation of a university-wide Reconciliation Action Plan to implement relevant recommendations of the TRC and University Strategic Plan
- Establish a pool of Knowledge Keepers and Elders to support ceremonial aspects of university Protocols
- Lead the response to and support faculty and admin units response to the TRC's Calls to Action Call #57



Recommendation 2....

- Lead the development of a community engagement action plan supporting research, academic programs and students
- Pursue a mandate to participate in collective bargaining
- Support the establishment of networking supports for Indigenous scholars and staff
- Develop and implement professional development programs for Indigenous faculty and staff
- Establish a website with links to resources to support faculty incorporation of Indigenous content, pedagogies and Indigenous knowledge into curriculum, etc




Recommendation 3: Clarify Expectations and Responsibilities at Faculty and Administrative Units

- Each Faculty to create a Reconciliation Action Plan and provide annual and status reports
- Each faculty (or cluster) to establish an Elder in Residence
- All relevant Deans / faculty committees to have Indigenous representation (Admissions, Curriculum review, etc.) or ally representation
- Deans to meet regularly with faculty Indigenous lead / Associate Dean
- Conduct faculty specific Indigenous training – annual reports from faculty



Recommendation 4: Building a Campus Community

- Create an Education and Training Plan in response to TRC's Call to Action #57
- The University of Manitoba recognize the contributions of Indigenous students, staff, faculty, alumni and community in promoting Indigenous achievement
- Establish an Indigenous Rights Officer in the Office of Human Rights and Conflict Management
- External Relations to identify Indigenous external relations officer
- Increase efforts to advertise all employment opportunities



Recommendation 5: Weave us all Together – Governance and Administrative Infrastructure

- Establish a permanent Indigenous Advisory Circle at the U of M
- Establish a joint Board of Governors (BOG) / Senate Standing Committee on Indigenous Initiatives and Achievement
- Redevelop / restructure the annual reporting on Indigenous initiatives, including Faculty reports on progress on TRC Calls to Action
- Engage in consultation with the NCTR to establish alignment with the Vice-President (Indigenous)
- Ensure all relevant Senate and BOG Committees have Indigenous representation



Conclusion

- Recommendations target decolonization of the university through systemic change
- Opportunity to enhance the commitment to Anti-Indigenous Racism Strategy
- Administrative reorganization will allow greater focus on achieving strategic goals for Indigenous equity, engagement and achievement