



**Minutes of the OPEN Session of the
Board of Governors
Held by Web Conference on January 25, 2022 at 4:00 p.m.**

Present: L. Hyde, Chair
J. Leclerc, Secretary

J. Anderson	M. Benarroch	N. Brigg	D. Brothers	A. Drummond
E. Kalo	J. Lieberman	L. Magnus	A. Mahon	T. Matthews
N. Mogan	N. Murdock	K. Osiowy	S. Prentice	A. Raizman
L. Reimer	B. Scott	S. Sekander	J. Taylor	

Regrets: J. DeSouza-Huletey K. Lee

Assessors: M. Shaw S. Woloschuk

Officials: N. Andrew C. Cook M. Emslie S. Foster
D. Hiebert-Murphy D. Jayas V. Koldingnes

Guest: S. Scott

The Chair welcomed Vanessa Koldingnes to her first meeting as Interim Vice-President (External), and Stephanie Scott, Executive Director of the National Centre for Truth and Reconciliation, who would give a presentation on the work of the National Centre for Truth and Reconciliation.

She advised the Board that Ethan Cabel resigned from the Board on January 5, 2021, and thanked him for his contributions to the Board of Governors.

FOR ACTION

1. APPROVAL OF THE AGENDA

It was moved by Chancellor Mahon and seconded by Dr. Brothers:
THAT the agenda for the January 25, 2022 meeting be approved as circulated.

CARRIED

2. MINUTES (Open) Session

- 2.1 Approval of the Minutes of the November 30, 2021 Open Session as circulated or amended

It was moved by Dr. Anderson and seconded by Mr. Osiowy:

THAT the minutes of the November 30, 2021 Open session be approved as circulated.

CARRIED

- 2.2 Business Arising

There was no business arising from the minutes.

BOARD LEARNING TOPIC

3. Presentation: Catherine Cook, Vice-President (Indigenous)
Stephanie Scott, Executive Director, National Centre for Truth and Reconciliation (NCTR)

NCTR & UM Advancing Reconciliation (Individual and Collective Responsibilities)

The Chair welcomed Dr. Catherine Cook and Ms. Stephanie Scott and said she was pleased that they were able to join the meeting to help us learn and understand more about the work of the National Centre for Truth and Reconciliation. She noted that Dr. Cook, Vice-President (Indigenous) attends meetings of the Board on a regular basis so the Board knows her well.

The Chair introduced Ms. Scott, noting that she is the Executive Director of the NCTR, and previously worked with the Truth and Reconciliation Commission (TRC) as the Manager of Statement Gathering, and as Executive Assistant to the Chair of the TRC. She added that Ms. Scott also continues to oversee her own production business. She added that through her past and current work Ms. Scott has experienced first-hand the strength, courage, and resilience of Residential School Survivors as they overcome many challenges and pass their teachings on to the next generation. The Chair said that Ms. Scott provides outstanding leadership at the local and national levels and we are so pleased to welcome her today.

Ms. Scott thanked the Board of Governors for this opportunity.

Ms. Scott said the National Centre for Truth and Reconciliation has always been grateful for the University of Manitoba's role as host and partner, noting that this is an important relationship that should receive more attention. She added that this relationship is a model for other institutions as they also walk the path of reconciliation. She said the NCTR and the University are on their own path of learning and growth, which continues to evolve. She noted that this evolution is reflected in the very important new NCTR policy adopted by the University last summer. This evolution, she noted, is another reason why ongoing conversations are important.

Ms. Scott highlighted some new developments at the NCTR which illustrate the scope of its current work, including:

- A new Memorandum of Agreement with the federal government that will facilitate the long overdue release of residential school records that were withheld or only partially released to the Truth and Reconciliation Commission.

The voices of Survivors are even more crucial than the records. Since last year when the Tk'emlups te Secwépemc located the little ones buried on the site of the former Kamloops Residential School, there has been an outpouring of Survivors who feel the time is right to now share their truth. These are people who were not ready when the Truth and Reconciliation Commission (TRC) was holding its statement gathering events.

- A very powerful dialogue session was recently held with Two Spirit Survivors and other members of the 2SLGBTQQIA+ community. NCTR made a commitment that it would work with that community to help bring to light and to focus attention on the overlooked experiences of Two Spirit Survivors. Similarly, there is more work to be done in hearing from Survivors with disabilities.
- A new series of statement gathering events is being developed so that more voices can be heard and added to the public record. The intention is to build on the lessons learned from the TRC and implement truly state of the art approaches to respectful, trauma-informed truth gathering.
- The NCTR has been engaging with the federal government to convene a National Advisory Committee to support First Nations, Métis Nation and Inuit communities considering undertaking searches for unmarked grave sites. This is not yet public but will be announced soon. These are all examples of the scope, diversity, and significance of the work we are engaged with to fulfill our mandate.

Ms. Scott said that in the first five years of the NCTR's existence, much was learned about what the mandate really entails. It has grown as an organization, in size, in the scope of its work, and in the impact it is having on the national dialogue. She added that the University's 2021 *National Centre for Truth and Reconciliation Policy* addresses changes that have occurred as the NCTR evolves.

Ms. Scott listed the purposes set out in that policy, as they are the vital principles that will inform the relationship between the University and the NCTR going forward.

1. To support the NCTR in being responsive and accountable to the Indigenous peoples whose rights it promotes and to the Residential School Survivors whose truths it preserves.
2. To ensure that the perspectives of First Nations, Inuit, and Métis peoples, and in particular the voices of Residential School Survivors, are always reflected in the strategies and priorities of the NCTR.

3. To enable the NCTR to fulfill its responsibilities in a manner consistent with the laws, protocols, traditions, and knowledge systems of Indigenous peoples.
4. To create a new template of partnership and collaboration consistent with the UN Declaration's affirmation of the right to self-determination of Indigenous peoples, including the right of Indigenous peoples to govern their own cultural institutions and to make their own decisions about the preservation and transmission of their history, knowledge systems, and historical and cultural property.

Dr. Cook thanked Ms. Scott and thanked the Board of Governors for providing the opportunity to speak to this. She said that drafting the new Policy and the accompanying Procedure was quite a long process, and it was done at the same time the NCTR was also updating its own by-laws. She noted that the original governance documents, including the Administrative Agreement through which the University took on the role as host to the NCTR, did not provide sufficient guidance. She said there it was vague in places, had gaps, and it had fallen out of step with the very positive relationship and governance practices that have evolved since the NCTR was created. She added that it was critical that the policy affirm that the NCTR is an Indigenous-led institution and to clarify what that means in practical terms.

Dr. Cook explained that the NCTR has a unique governance model which works within the policy framework of the University. At the same time, it has its own Governing Circle that sets strategic direction for the Centre. Dr. Cook added that the governance model was intentionally designed so that the majority of the Governing Circle's membership must always be First Nations, Métis and Inuit, and follow a consensus-based decision-making model. She added that in addition to its own members, it receives input from Elders and from a Survivors Circle that ensures that the governance of the NCTR is always informed by the perspectives and experiences of First Nations, Inuit and Métis Residential School Survivors and Inter-generational Survivors.

Dr. Cook said that as the Vice-President (Indigenous), she serves as the University's representative on the Governing Circle, in part to ensure the alignment between the guidance of Indigenous leadership with the NCTR and the policies of the University. She added that being at the forefront of critical issues such as trauma-informed research and Indigenous protocols for respectful custodianship of data and cultural objectives, the NCTR presents a tremendous opportunity for the University to learn from its work and look at how to adapt and change broader University policies and procedures.

Dr. Cook observed that the new NCTR policy sets out some of the principled reasons why Indigenous leadership is so important to the work of the NCTR and expressed her view that same principles apply to a great many other areas of the University's work. She explained that the first principle, as the Policy acknowledges, is that respect for Indigenous leadership is consistent with the University's commitments to upholding the rights set out in the UN Declaration on the Rights of Indigenous Peoples, an essential part of reconciliation. She added

that in this way, institutions such as Universities can contribute to undoing the harm of laws and policies that denied generations of Indigenous peoples any voice in decisions ranging from the governance of Indigenous Nations to the care of children.

Indigenous-led processes recognize that when it comes to the history and cultures of Indigenous peoples, the legacy of colonialism, and how these harms were addressed, Indigenous peoples are the experts. For this reason, the NCTR has, from the outset, created structures that ensure that Survivors, Elders, and community members have a place in the governance process where their expertise can be recognized, and their voices heard.

Applying this approach to the University more widely, Dr. Cook expressed her view that the University community must challenge itself to think about the structures and processes that create space for Indigenous perspectives and expertise to come to the forefront. By way of example, Dr. Cook asked how is the expertise of Elders and Survivors recognized and credentialed? Also, how does the University ensure that they receive fair remuneration for their contributions to research, teaching and learning, and good governance? She noted that too often, our hands are tied by policies and procedures that were created without the benefit of Indigenous perspectives and expertise; creating barriers to innovation.

Dr. Cook shared that her experience with the NCTR has highlighted the benefits of exploring new models for how to structure and staff academic institutions. Dr. Cook highlighted a new initiative in her office to develop an engagement process with the Indigenous community to address the complex and important issue of how we vet claims of Indigenous identity. She noted that the University has kept to the practice of honouring one's self-declaration as Indigenous for many reasons and regardless of whether it is related to applying for an Indigenous-specific position, an Indigenous-specific scholarship or award or an investigator/collaborator on research projects. She explained that Indigenous identity is complex due to centuries of colonialism and racism and acknowledged that the self-declaration process for faculty, staff and students was a step forward in institutions being able to demonstrate inclusion of Indigenous people. However, as we evolve together on the path of reconciliation, institutions must take the further step of vetting claims of Indigenous identity. The University's commitment to Indigenous achievement, Indigenous community relationships and reputation could be at stake if nothing is done to prevent Indigenous identity fraud.

Dr. Cook stated that the UM Indigenous Identity Consultation Working Group is being established to listen to the voices of Indigenous community members and provide guidance and advice on how to address the affirmation and verification of Indigenous identity.

Dr. Cook thanked the Board for its time and for its interest in the work of the National Centre for Truth and Reconciliation.

Dr. Reimer joined the meeting.

In response to a question about the new NCTR building, Ms. Scott said the NCTR is outgrowing its current home in Chancellor's Hall. She noted that there were initially 23 staff members in the building and that has now grown to 34 staff members. She said that the NCTR building will be a home to protect the growing number of survivors' stories.

The Chair thanked Dr. Cook and Ms. Scott and said the Board supports NCTR's initiatives and will help where it can. She noted the importance of this work and on behalf of the Board asked that it receive frequent updates on the work of the NCTR.

FOR INFORMATION

4. UNANIMOUS CONSENT AGENDA

It was moved by Dr. Raizman and seconded by Dr. Reimer:

THAT the Board of Governors approves and/or receives for information the following:

THAT the Board of Governors approves a revision to Section 2.1 of the Distinguished Professor/Distinguished Professor Emeritus/Emerita Policy to ensure that all members of the academic staff are eligible for nomination as Distinguished Professor, effective upon approval.

THAT the Board of Governors approve, as recommended by Senate:

- A. Reports of the Senate Committee on Awards (dated October 19 and December 15, 2021)**
- B. Proposal for a Bachelor of Arts (Single Advanced Major) and Bachelor of Arts (Double Advanced Major) in German, Faculty of Arts**
- C. Proposal for a Bachelor of Arts (Single Honours) in Global Political Economy, Faculty of Arts**
- D. Proposal for a Micro-Diploma in Workplace Health and Safety, Faculty of Arts**

Items forwarded for information:

- E. Extension of Suspension of Admissions, Provincial Approval: Master of Arts in Icelandic, Baccalaureate Program for Registered Nurses, Post-Baccalaureate Diploma in Agrology**
CARRIED

5. NEW BUSINESS

5.1 President's Report

The President's written report was included in the meeting materials. He stated that there have been some discussions around the report's format and said it will become one that focuses on his priorities as approved by the Board every year. He stated that he welcomes comments about what the Board would like to see and ways the report could be different.

President Benarroch said the University once again has a new Minister of Advanced Education,

Jon Reyes, who seems very interested in the University. He added that he has received communication from the Minister's office reiterating the government's priorities for education and advising that the government is considering restructuring the size and composition of the Boards of Governors. He said he would review this with his Executive Team and will bring it to the board. He said he had also received an invitation to a consultation on the government's tuition policy, Bill 33.

Dr. Benarroch said the search for a Vice-President (Research and International) continues with the Executive Search firm collecting applications. He added that the first interviews will be virtual.

FOR DISCUSSION

6. Report from Senate Regarding Changes to Admission Targets

Dr. Benarroch stated that changes are proposed in admission targets for the Price Faculty of Engineering and for the College of Nursing.

Members of the Board commented that there are significant resourcing implications to an increase in admission targets in nursing and engineering because both programs require teaching of electives by other faculties. It was noted that the units receive government funding; however, this does not extend to the faculties that provide teaching for elective courses. Some members commented that conversations like these should take place earlier in the approval process so that the President can consider resources required in various service areas.

President Benarroch noted a ripple effect of the Price gift to the Faculty of Engineering, as changing its admissions target will affect all faculties.

It was also noted that targeted funding for enrolment increases in the College of Nursing will likely create a log jam that will need to be examined as we go forward. There will be a number of students needing courses in the Faculty of Science, where, in the case of first year biology, there are sometimes 100 students on the waiting list.

President Benarroch stated that the government will continue with targeted funding. He said when the budget is presented it should include the support necessary in other units. He added that because courses are already full in many cases, it is necessary to ensure quality and reduce strains on units. He added that the University will need to be careful with this as we go forward.

A Board member commented that that this is a positive step for the University and the province, and noted their trust that Senate performed its responsibilities in assessing these impacts and their confidence in the University to sort out resource implications and the budget model.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Dr. Prentice and seconded by Dr. Murdock:
THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary