



University  
of Manitoba

Faculty of Education

## Reconciliation Action Plan

Respectfully submitted to the University of Manitoba's Vice President (Indigenous)

**The University of Manitoba's Faculty of Education is recognized as a leader in education**, a place for critical dialogue, inquiry, innovative teaching and research, and a community for educators to learn across their lifespan. The faculty offers a robust suite of programs including undergraduate, graduate and post-baccalaureate diplomas. It is the only institution in Manitoba to offer PhD programs and it supports a diverse community of undergraduate and graduate students.

**The Faculty of Education continues with its journey toward reconciliation** – the ongoing journey toward a new, fecund, and healthy relationship between Indigenous and non-Indigenous people whilst maintaining a sense of our shared histories.



**In recent years,** and in response to this developing journey toward reconciliation, the Faculty has:

- ▶ Acquired its first ever Canada Research Chair which has focus upon Indigenous education,
- ▶ Engaged in curriculum and programme development – a process though which new courses have already acquired Senate approval whilst others are still in development,
- ▶ Begun to affect the physical environment of the Faculty with such initiatives as the establishment of a new Indigenous community space as well as an interpretive space for reconciliation (developed in partnership with the National Centre for Truth and Reconciliation),
- ▶ Established the new Office of the Associate Dean Indigenous Education,
- ▶ Established the *Indigenous Education Council* – a new Faculty committee responsible for supporting initiatives and activities related to Indigenous education.



**In terms of recruitment,** the Faculty has experienced some notable improvements. By the autumn of 2021, the Faculty of Education hosted a growing number of Indigenous faculty members and 77 self-declared Indigenous students (11.2% of the total student population in the faculty). The Faculty is currently developing student awards to improve Indigenous student recruitment at all levels of study.

<sup>1</sup> In this action plan, the term *Indigenous* will be used to refer only to the First Nations, Inuit, and Metis Peoples of Canada.

**In June of 2020, the Faculty of Education's Strategic Plan** for 2020-2023 acquired approval from Faculty Council. This strategic plan was an attempt to codify how the Faculty would address reconciliation. It is the view of our faculty that addressing the topic of reconciliation requires action that will support Indigenous students, communities, faculty, and staff. Also important in this view is the role that all members of the University of Manitoba community have toward the journey of reconciliation.



**This action plan, intended to address such things as** Calls-to-Action 62 to 65 of the Truth and Reconciliation Commission of Canada, will be in place up until the end of 2023. This action plan is organized in four distinct areas – Indigenous Engagement, Teaching, Research & Scholarship, and Community Engagement. With this, the Faculty of Education demonstrates its commitment to becoming a leader in our shared journey toward reconciliation.



# 1 Indigenous Engagement

The University of Manitoba's Faculty of Education is committed to working with its partners to ensure the success of Indigenous students throughout their educational journey and the growth and success of its Indigenous faculty and staff through research, scholarly work, and creative activities.

## To achieve this goal, the Faculty will:



### **Expand Indigenous educational programming at the Undergraduate and Graduate levels.**

- Complete and gain Senate approval for the Indigenous Teacher Education Concentration in the B.Ed. program.
- Begin the development of Indigenous-education focused graduate programming.
- Consider other new Indigenous-education focused courses and programs at all levels.
- Seek opportunities to collaborate with the other academic units and post-secondary institutions in the province in an effort to improve the accessibility of land-based, online, and distance programs.



### **Build and strengthen new and existing partnerships to support Indigenous engagement and achievement.**

- Identify and support an Indigenous Lead that will work with the University's new Vice-President (Indigenous Engagement) and other Indigenous Leads across the University.
- Invite collaboration with the Vice-President (Indigenous Engagement) and explore new Indigenous leadership opportunities.
- Identify opportunities to work with and learn from other Indigenous initiatives across the University.
- Continue to partner with external groups with an Indigenous education mandate.



### **Develop a welcoming and culturally responsive Faculty ecology that is supportive of Indigenous faculty, students, and staff.**

- Support students, faculty, and staff in scholarly activities that are relevant to Indigenous engagement.
- Recognize the achievements of our Indigenous students, faculty, and staff.
- Positively affect the climate and culture of the Faculty through an increased Indigenous presence in our physical spaces.
- Draw on existing University resources to promote the importance and understanding of Indigenous cultures and knowledges.

## 2 Teaching

The University of Manitoba's Faculty of Education will provide an inclusive environment for innovative and effective teaching that will lead to a high-quality student experience across all programs.

### To achieve this goal, the Faculty will:



#### **Support reconciliation through the deliberate inclusion of Indigenous perspectives.**

- Increase the number of Indigenous faculty and instructional staff.
- Engage more frequently with elders and Indigenous knowledge keepers.
- Develop a series of regular workshops focused on the inclusion of Indigenous perspectives in specific subject and curricular areas.

## 3 Research and Scholarship

The University of Manitoba's Faculty of Education will create an environment that will foster innovative research, creative works, and scholarly activities that are relevant to the many fields of education in regional, national, and international contexts.

### To achieve this goal, the Faculty will:



#### **Strengthen its capacity to integrate Indigenous perspectives in research and dissemination.**

- Broaden our understanding of Indigenous methodologies through dedicated research seminars and workshops.
- Prioritize Indigenous researchers as distinguished lecturers to enhance our understanding of Indigenous knowledges and perspectives.
- Promote collaborative research endeavors that include those with expertise in Indigenous perspectives.



#### **Develop a welcoming and culturally responsive Faculty ecology that is supportive of Indigenous faculty, students, and staff.**

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- Recognize the achievements of our Indigenous students, faculty, and staff.
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## 4 Community Engagement

The University of Manitoba's Faculty of Education will continue to strengthen partnerships with the educational community, its alumni, and donors.

### Therefore, the Faculty will:



#### **Strengthen connections to Indigenous and Northern communities.**

- Continue our commitment to Indigenous educational initiatives (e.g. the Northern Practicum, Indigenous Teacher Education cohorts).
- Work with community partners to provide educational opportunities for Indigenous teachers in Indigenous communities at the PBDE and Graduate levels.
- Raise awareness and promote opportunities for students, faculty, and staff to be involved in events that celebrate Indigenous students (e.g. Indigenous Science Fair, Graduation Pow Wow, Access Graduation).

