



Office of the Vice-President (Indigenous)

Indigenous Supports at the University of Manitoba: Environmental Scan

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for

Indigenous Community and Leadership Project

Office of the Vice-President Indigenous

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Environmental Scan Report

The Office of the Vice President Indigenous (OVPI) conducted this project to document existing supports for Indigenous students, staff, and faculty. As part of the ongoing [Indigenous Senior Leadership implementation](#) development and direction provided by the Indigenous Senior Leadership Report (2019), the OVPI will establish a network of supports for Indigenous scholars and staff across faculties and administration units through such means as mentorship and leadership programs, and research collaboration programs. The first step in creating this network (internally known as ISL project commitment 2.8) is to survey and report on existing university wide supports that exist currently.

For more information on the university-wide effort to create a culturally safe work and learning environment for Indigenous students, staff, faculty and guests; advance reconciliation; fight anti-Indigenous racism; and foster relationships with First Nations, Métis and Inuit communities, please go to: <https://umanitoba.ca/about-um/vice-president-indigenous/engaging-community-expanding-indigenous-leadership>

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Existing Indigenous Supports

Common supports are grouped into broad categories for ease of interpretation. Readers can view Appendix A for methods and Appendix B for the full environmental scan. Many programs, departments, schools, and faculties provide information or links to Indigenous supports provided at the University of Manitoba (e.g., the Indigenous experience page). Many programs and departments do not have unique supports and instead utilize faculty level supports. Many units included a Land Acknowledgement in their events.

Administrative initiatives

- Equity, Diversity, and Inclusion Committees
- Indigenous-specific committees or working groups
- Indigenous Advisory Councils
- Indigenous/anti-racism/reconciliation content in strategic plans

Allied units

- Centre for Creative Writing and Oral Culture
- Centre for Human Rights Research
- Language Centre
- National Centre for Truth and Reconciliation (NCTR)
- Centre for the Advancement of Teaching and Learning (CATL)

Celebration

- Graduation powwow
- Indigenous awards

Cultural Support

- Ongomiizwin
- Elders-in-residence
- Knowledge-keepers-in-residence
- Ceremony
- Indigenous language resources (books, software, videos)

Curriculum

- Indigenous courses
- Land-based courses
- Indigenous content in courses
- Indigenous programs or majors
- Indigenous-related programs or majors (e.g., Northern Social Work)
- Courses with traditional teachers, Indigenous community members, elders

- Indigenous field schools
- Rural and northern externships/programs
- Required Indigenous content courses
- Indigenous curriculum development support
- Indigenous content on webpages

Events

- Programming (e.g. Native Studies Colloquium, Fireside Chats)
- Public lectures
- Public events (e.g., Orange Shirt Day: Every Child Matters [Nursing Students Association])
- Cultural activities (e.g., powwow practice)

External relations

- Partnerships with external groups to further Indigenous initiatives
- Connections with government to support Indigenous initiatives

Financial Support

- Indigenous research funding
- Financial support for Elders
- Fundraising for Indigenous-related projects and initiatives
- Indigenous initiatives fund
- Applications for funding requiring information about Indigenous impacts
- Indigenous student funding (scholarships, bursaries)
- Indigenous recruitment funding
- Fellowship packages for Indigenous graduate students

Professional Development

- Indigenous workshops/training (e.g., Summer Institute on Literacy in Indigenous Content)

Representation

- Indigenous academic staff, faculty members, and leaders (e.g., Vice President Indigenous)
- Graduation scarves/stoles
- Self-declaration
- Indigenous Planning and Design Principles
- Indigenous brand standards
- Many Indigenous-authored publications through U of M Press
- Statistics on numbers of Indigenous people on campus
- Indigenous newsletters
- Indigenous content in University of Manitoba news outlets
- Media support for Indigenous stories
- Traditional medicine display
- Gallery of Indigenous Art

Research

- Indigenous research
- Indigenous research units: Mamawipawin, Ongomiizwin
- Research networks for Indigenous researchers

- Indigenous research chairs
- Indigenous Undergraduate Research Awards
- Indigenous graduate research awards
- Research space
- Indigenous research conferences
- Ethics Board Indigenous research procedure
- Connections to Indigenous-related task forces/policy groups

Spaces

- Migizii Agamik – Bald Eagle Lodge
- Indigenous gardens
- Faculty-level Indigenous student spaces (e.g., Faculty of Education)
- William Norrie Centre
- Northern Social Work Program

Statements

- Racism, reconciliation, and decolonization statements on faculty and university webpages
- Unique land acknowledgements

Student Support

- Program orientation activities
- Student advocacy
- Indigenous counselling
- Career services
- Indigenous student advisors
- Informal mentorship in units
- Unit-specific accommodations (e.g., computer access)

- Academic Support

- University of Manitoba Extended Education Access Program
- Tutoring programs
- Reading specialist
- Library support

- Admission

- Special considerations category considering Northern Indigenous communities
- Reserved spots for Indigenous students who meet entrance requirements (Canadian Indigenous Ancestry Category)

- Groups

- Indigenous student clubs
- Indigenous student support programs (typically organized by unit)
- Mentorship built into clubs/programs
- Indigenous representative in non-Indigenous student groups

- Recruitment

- Indigenous Recruitment Team
- High school student recruitment
- Encourage Indigenous student applications

Appendix A: Methods

Note. The word “unit” denotes a faculty, college, school, department, administrative office, etc.

List creation: I started by adding all the faculties, departments, colleges, and schools to the 2.8 Environmental Scan excel file based on the University of Manitoba [Faculties, colleges and schools](#) list. Next, I looked for units that were not on the Faculties, colleges and schools list, including administrative units on campus (e.g., Human Resources), governance units (e.g., the President’s Office, Vice-President Offices), service units (e.g., the Indigenous Student Centre), students’ unions and student groups (e.g., the University of Manitoba Students’ Union, the University of Manitoba Indigenous Students’ Association), centers (e.g., the William Norrie Centre, the James W. Burns Executive Education Centre), Libraries, and Sports and Recreation. Lastly, I connected with my supervisors to add any missing units to the list.

Search tool: Using an extension called “Multiple Search and Highlight”, I searched for multiple terms at once on a webpage (search term: indigenous [] aboriginal [] "first nation" [] native [] metis). If any of those search terms showed up, I read the content and added that information to the excel sheet if it was an Indigenous support.

Search process: I searched each unit home page on the list. Next, I clicked each of the main headings (e.g., on a faculty website, those were typically programs of study, student experience, research, and community and partners) and did the same search. I also clicked on each program of study and searched for the terms. If there were links to any unit-specific Indigenous supports, I clicked those and read the information to add to the excel sheet.

Contacting units: Throughout the search process, I also tracked the contact information of each unit. I then emailed all units to ask for information on Indigenous supports that may not be on University of Manitoba websites and added this information to the excel sheet.

Appendix B: Full Environmental Scan

Legend

no symbol = general support/unknown

* = Indigenous student support

† = Indigenous staff support

‡ = Indigenous faculty support

Faculty or College	Depart., Program, School	Name	Summary of Supports
X		Clayton H. Riddell Faculty of Environment, Earth, and Resources	<ul style="list-style-type: none"> - First-year math and science students have access to ENGAP* - Verna J. Kirkness Science and Engineering Education Program to bring Indigenous high school students to campus* - Indigenous Undergraduate Summer Research Awards (USRA) projects each year* - University of Manitoba Indigenous Concerns on the Environment (UMICE) - Indigenous projects coordinator - Aboriginal Issues Press series and scholarship - Forthcoming: space for Indigenous students,* link to SAGE on website
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	BA Geography	<ul style="list-style-type: none"> - Indigenous content - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Bachelor of Environmental Science	<ul style="list-style-type: none"> - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Bachelor of Environmental Studies	<ul style="list-style-type: none"> - Requires completion of NATV 1220: Indigenous Peoples in Canada, Part 1 (or another NATV course or an approved course with Indigenous content) - See Clayton H. Riddell Faculty of Environment, Earth, and Resources

Faculty or College	Depart., Program, School	Name	Summary of Supports
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	BSc in Geological Sciences (General)	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	BSc in Geological Sciences - Geology	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	BSc in Geological Sciences - Geophysics	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	BSc in Physical Geography	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Master of Arts in Geography	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Master of Environment	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Master of Science in Environment and Geography	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Master of Science in Geological Sciences	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources

Faculty or College	Depart., Program, School	Name	Summary of Supports
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	Master of Natural Resource Management	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	PhD in Geography	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	PhD in Geological Sciences	- See Clayton H. Riddell Faculty of Environment, Earth, and Resources
Clayton H. Riddell Faculty of Environment, Earth, and Resources	X	PhD in Natural Resources and Environmental Management	- Indigenous research - See Clayton H. Riddell Faculty of Environment, Earth, and Resources
X		College of Nursing	- Indigenous Nursing Advisory Council - Pathway to Indigenous Nursing Education (PINE) program for students* - Canadian Indigenous category for admissions* - Indigenous teachings - Access for Midwifery* - Indigenous course content - Indigenous simulation for clinical practice - Host Orange Shirt Day: Every Child Matters with the Nursing Students Association (NSA) - Indigenous student representative in NSA* - Knowledge keeper in residence, hosts weekly check-in circles - Traditional medicines display - Ceremony*†‡
X		College of Pharmacy	- Northern exposure program - PharmD program has Indigenous health focus - Ongomiizwin mentorship program for students through Rady Faculty of Health Sciences*

Faculty or College	Depart., Program, School	Name	Summary of Supports
X		College of Rehabilitation Sciences	<ul style="list-style-type: none"> - Indigenous research - Partnerships with Indigenous community - Indigenous health focus - Mentor rural and remote community members to join program - Indigenous course content - Cultural Safety course - Kairos Blanket Exercise for faculty and staff (via Ongomiizwin) - Sharing Circles (via Ongomiizwin) - Elder blessings for college events - Part of the Rady EDI (Equity Diversity Inclusion) committee - Indigenous categories for admissions applications* - Smudging before some classes depending on class content*† - Ongomiizwin (via Rady Faculty of Health Sciences)*†‡
X		Desautels Faculty of Music	<ul style="list-style-type: none"> - Indigenous content
X		Dr. Gerald Niznick College of Dentistry and School of Dental Hygiene	<ul style="list-style-type: none"> - Admission: Canadian Indigenous category - Indigenous research - Indigenous academics - Indigenous content in courses - Encourage attendance at Indigenous-related professional development activities - Supports through Ongomiizwin (e.g., Cultural Safety Training for academics, staff, and graduate students; awareness training for students including Blanket Exercise and First Contact led by Elders and Knowledge Keepers; student support) - Criteria for faculty to complete the curriculum mapping process to capture interprofessional collaboration (IPC), EDI, and Indigenous initiatives - Faculty and staff on EDI, TRC committees at Rady Faculty of Health Sciences - 2021 College Strategic Planning includes Indigenous support in curriculum, professional development, student, and staff supports - Northern and rural externship rotations (experiential learning) include various Indigenous sites

Faculty or College	Depart., Program, School	Name	Summary of Supports
			<ul style="list-style-type: none"> - Elder in Residence and Knowledge Keepers through the Rady Faculty of Health Sciences - Anti-racism and policy training/activities through the Office of Interprofessional Collaboration
X		Extended Education	- Access and Aboriginal Focus programs*

Faculty or College	Depart., Program, School	Name	Summary of Supports
X		Faculty of Agricultural and Food Sciences	<ul style="list-style-type: none"> - Funding: Awards for Indigenous students,* Indigenous research,* and Indigenous recruitment* - Admission: Special consideration category for admission to Agriculture Diploma Program (considers contribution to rural and northern Indigenous communities)* - Indigenous research - Indigenous academic staff - Indigenous content in courses - Encouraging attendance at Indigenous-related professional development activities (e.g., Summer Institute on Literacy in Indigenous Content) - Indigenous garden - Cooperative planting with lead of the Peguis Northern Food Security group - Criteria for the academics Annual Activity Reviews focused on EDI and Indigenous Initiatives <p>Forthcoming:</p> <ul style="list-style-type: none"> - The Faculties of Agricultural and Food Sciences, Engineering, Science, and Environment are developing a website to advance collaborations between First Nations communities and UM researchers related to science and engineering research questions - Developing a co-curricular record for science and engineering students to learn about Indigenous cultures and reconciliation
Faculty of Agricultural and Food Sciences	X	Agribusiness and Agricultural Economics	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	Animal Science	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	Biosystems Engineering	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	Entomology	See Faculty of Agricultural and Food Sciences

Faculty or College	Depart., Program, School	Name	Summary of Supports
Faculty of Agricultural and Food Sciences	X	Food and Human Nutritional Sciences	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	Plant Science	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	Soil Science	See Faculty of Agricultural and Food Sciences
Faculty of Agricultural and Food Sciences	X	School of Agriculture	See Faculty of Agricultural and Food Sciences
X		Faculty of Architecture	<ul style="list-style-type: none"> - Indigenous Design and Planning Students' Association (IDPSA)* - Indigenous research - Indigenous assistant professor who advises on related issues - Equity, Diversity, and Inclusion (EDI) Committee
X		Faculty of Arts	<ul style="list-style-type: none"> - Mamawipawin*†‡ - Centre for Creative Writing and Oral Culture - Centre for Human Rights Research - National Centre for Truth and Reconciliation - Language Centre - Indigenous Recruitment Team* - Indigenous Student Advisor (academic advising)* - Bi-monthly Native Studies Reconciliation in Teaching drop-in lunches - Summer Institute for Literacy in Indigenous Content†‡ - Faculty of Arts Indigenous Lead position
Faculty of Arts	X	Anthropology	<ul style="list-style-type: none"> - Unique Land Acknowledgement - Statements on reconciliation and decolonization - Indigenous field school - Indigenous research
Faculty of Arts	X	Asian Studies	- See Faculty of Arts
Faculty of Arts	X	Canadian Studies	- See Faculty of Arts
Faculty of Arts	X	Catholic Studies	- Indigenous content in courses
Faculty of Arts	X	Central & East European Studies	- See Faculty of Arts

Faculty or College	Depart., Program, School	Name	Summary of Supports
Faculty of Arts	X	Classical Studies	- See Faculty of Arts
Faculty of Arts	X	Economics	- See Faculty of Arts
Faculty of Arts	X	English, Theater, Film, & Media	- Indigenous research - Indigenous content in courses - Indigenous faculty - Indigenous faculty mentoring students
Faculty of Arts	X	French, Spanish, Italian	- Indigenous content - Indigenous research
Faculty of Arts	X	Global Political Economy	- See Faculty of Arts
Faculty of Arts	X	History	- Indigenous research - Indigenous content in courses - Indigenous content in the Archive Studies M.A. Program - Funding for Indigenous-related research
Faculty of Arts	X	Icelandic Language and Literature	- See Faculty of Arts
Faculty of Arts	X	Judaic Studies	- See Faculty of Arts
Faculty of Arts	X	Labour Studies	- See Faculty of Arts
Faculty of Arts	X	Language Centre	- Indigenous language resources (books, software, videos) - Indigenous language tutoring - Indigenous language courses
Faculty of Arts	X	Linguistics	- Indigenous language faculty - Indigenous language resources - Indigenous language research
Faculty of Arts	X	Management	- Crosslists a Native Studies course
Faculty of Arts	X	Native Studies	- Indigenous content in courses - Public Indigenous related events (colloquium, Rising Up Conference, book club, Indigenization drop-ins) - Traditional teachers, Indigenous community members, elders together in courses - Resources for Indigenous students* - Indigenous student funding* - Native Studies Graduate Students' Association
Faculty of Arts	X	Philosophy	- See Faculty of Arts

Faculty or College	Depart., Program, School	Name	Summary of Supports
Faculty of Arts	X	Sociology and Criminology	- Indigenous research - Indigenous content in courses - Statements on racism on home page
Faculty of Arts	X	Political Studies	- Indigenous researchers - Indigenous course - Indigenous faculty - Indigenous content
Faculty of Arts	X	Psychology	- See Faculty of Arts
Faculty of Arts	X	Religion	- Indigenous content in course
Faculty of Arts	X	Centre for Ukrainian Canadian Studies	- Readings with Indigenous content on website - Indigenous public lectures
Faculty of Arts	X	Women and Gender Studies	- Indigenous content in courses - Informal mentorship of Indigenous students - Accommodations to address systemic barriers Indigenous students may experience
X		Faculty of Education	- Indigenous content - Indigenous content scholarship - Indigenous student community space* - Indigenous faculty - Indigenous research
Faculty of Education	X	Post-Baccalaureate Diploma in Education	- See Faculty of Education
Faculty of Education	X	Master of Education	- See Faculty of Education
Faculty of Education	X	PhD in Education	- See Faculty of Education
X		Faculty of Graduate Studies	- Indigenous student funding*
Faculty of Graduate Studies	X	Aging Concentration	- See Centre on Aging
Faculty of Graduate Studies	X	Applied Health Sciences	- Supports offered by Faculty of Graduate Studies and unit of instruction
Faculty of Graduate Studies	X	Collaborative PhD	- See Faculty of Graduate Studies

Faculty or College	Depart., Program, School	Name	Summary of Supports
Faculty of Graduate Studies	X	Biochemistry and Medical Genetics (MSc, PhD)	- See Faculty of Graduate Studies
Faculty of Graduate Studies	X	Biological Sciences (MSc, PhD)	- See Faculty of Graduate Studies
Faculty of Graduate Studies	X	Canadian and Intercultural Studies – Université de Saint-Boniface (M ès A)	- Supports offered by Faculty of Graduate Studies and unit of instruction
Faculty of Graduate Studies	X	Civil Engineering	- See ENGAP in Price Faculty of Engineering
Faculty of Graduate Studies	X	Human Rights	- Collaborates with NCTR
Faculty of Graduate Studies	X	Individual Interdisciplinary Studies	- See Faculty of Graduate Studies
X		Faculty of Kinesiology and Recreation Management	<ul style="list-style-type: none"> - Reconciliation statement - Indigenous faculty - Indigenous research - Sport Physical Activity and Recreation in the Community Certificate Program (SPARC) - Rec and Read Mentorship Program for All Nations - Jigging as recreation programs*†‡ - Pow wow practice group (in collaboration with the Indigenous Student Centre)*†‡ - Indigenous Engagement Unit including Director of Indigenous Engagement - Indigenous Engagement Circle† and working groups (academic, students)*† - Indigenous land-based education courses - PERKS Indigenous Student Rep position* - Mini U/Junior Bisons Subsidy program for Indigenous participants - Forthcoming (upcoming year): Indigenous/BIPOC student mentorship program;* Indigenous/BIPOC Fall Student orientation/events;* Rites of Passage: Indigenous sport leadership program;* Junior Bison’s Indigenous Athlete Development Camps*

Faculty or College	Depart., Program, School	Name	Summary of Supports
X		Faculty of Law	<ul style="list-style-type: none"> - Indigenous law research - Indigenous law courses - Indigenous admission* - Response to TRC call to action 28 - Indigenous seminars and forums - Manitoba Indigenous Law Students' Association (MILSA)* - Canadian Indigenous Category for Admissions* - Connections with NCTR - Indigenous financial aid* - Indigenous content in Orientation Week*
X		Faculty of Science	<ul style="list-style-type: none"> - Wawatay Supporting Indigenous Student Success in Science Program* - Indigenous research - 10 Undergraduate Research Awards reserved for Indigenous students*
X		Faculty of Social Work	<ul style="list-style-type: none"> - Language around Decolonization and Reconciliation - Indigenous research - Equity plan including Indigenous people - Strategic plan includes Indigenous research, programs, achievement, content - Master of Social work based in Indigenous Knowledge
X		I. H. Asper School of Business	<ul style="list-style-type: none"> - Indigenous Business Education Partners (IBEP)* - Indigenous Business Studies Major - Indigenous student group - Indigenous Business Research Conference - Admission: 10 spots held for Indigenous students who apply through the Canadian Indigenous Ancestry Category and meet entrance criteria;* - Co-op Program holds up to 5 spots for Indigenous students who meet the program requirements* - Scholarship and bursary pool - Fellowship package of \$40,000 per year for 4 years for Indigenous Ph.D. students* - Fellowship package of \$20,000 per year for 2 years for Indigenous M.Sc. students* - Tutoring program* - Committee on Indigenous Business Scholarship (explores ways Indigenous matters may be incorporated into the classroom and extracurricular activities)

Faculty or College	Depart., Program, School	Name	Summary of Supports
			- Annual Shaw Camp on Innovation and Entrepreneurship (for Indigenous high school students)*
I. H. Asper School of Business	X	Bachelor of Commerce	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Leadership for Business and Organizations (Minor)	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Management Minor for Non-Business Students	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Master of Business Administration	- IBEP support (See I. H. Asper School of Business)*
I. H. Asper School of Business	X	Master of Finance	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Master of Science in Management	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Master of Supply Chain Management and Logistics	- See I. H. Asper School of Business

Faculty or College	Depart., Program, School	Name	Summary of Supports
I. H. Asper School of Business	X	PhD in Management	- See I. H. Asper School of Business
I. H. Asper School of Business	X	President's Student Leadership Program	- See I. H. Asper School of Business
I. H. Asper School of Business	X	Certificate in logistics	- See I. H. Asper School of Business
X		Max Rady College of Medicine	- Ongomiizwin through Rady Faculty of Health Sciences*†‡
Max Rady College of Medicine	Residency	Clinical Health Psychology	- Encourage Indigenous applications - Hosted Grand Rounds entitled "Towards Inclusivity: Pathways for Indigenous Students into Clinical Psychology"
Max Rady College of Medicine	Residency	Public Health and Preventive Medicine	- Exposure to Indigenous health issues
Max Rady College of Medicine	Residency	Family Medicine	- Indigenous and anti-racism content - Mention of Indigenous patients - Indigenous care as Domain of Care
Max Rady College of Medicine	Residency	Pediatrics and Child Health	- Mention of Indigenous patients
Max Rady College of Medicine	Residency	Psychiatry	- Indigenous research
X		Price Faculty of Engineering	- Indigenous bursaries* - Engineering Access Program (ENGAP)* - Engineering Access Student Association* - Indigenous elder-in-residence - Indigenous scholar for mentorship/leadership - Indigenous content in courses
Price Faculty of Engineering	X	Biosystems Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Civil Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Computer Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Electrical Engineering	- See Price Faculty of Engineering

Faculty or College	Depart., Program, School	Name	Summary of Supports
Price Faculty of Engineering	X	Mechanical Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Biomedical Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Electrical and Computer Engineering	- See Price Faculty of Engineering
Price Faculty of Engineering	X	Internationally-Education Engineers Qualification (IEEQ) Program	- See Price Faculty of Engineering
X		Rady Faculty of Health Sciences	- Support through Ongomiizwin*†‡ - Indigenous community partners
Rady Faculty of Health Sciences	X	Ongomiizwin	- Elder-in-residence - Ceremony*†‡ - Mentorship*†‡ - Awards and bursaries* - Research supports (including space)*‡ - PIKE-Net* - Indigenous health research course - Framework for Indigenous health research
Rady Faculty of Health Sciences	X	Preventive Dental Science	- Indigenous research - Indigenous clinical specialty - Indigenous Health Symposium
Rady Faculty of Health Sciences	Preventive Dental Science	Pediatric Dentistry	- Required Indigenous courses - Cultural Safety Training - See Indigenous student supports through Rady Faculty of Health Sciences: Ongomiizwin,*†‡ health and healing services, PIKE-Net* - Access to research networks for Indigenous researchers/Indigenous content (Network Environments for Indigenous Health Research [NEIHR] and Network for Canadian Oral Health and Research [NCHOR])*‡ - Equity, Diversity, and Inclusion Committee - Indigenous Ambassador - Connected to Indigenous Relations Advisory Committee: Canadian Public Health Association - Connected to Access to Dental Care in remote and Northern Communities Task Force: Manitoba

Faculty or College	Depart., Program, School	Name	Summary of Supports
			Dental Association - Rural and Northern Externships
Rady Faculty of Health Sciences	X	Community Health Sciences	<ul style="list-style-type: none"> - CHSC 7220 Grad course on FN/I/M Health Services (co-taught by non-Indigenous community researcher, First Nations Doctor, and First Nations Elder)*†‡ - Indigenous graduate student award (\$10,000)* - Indigenous and anti-racism content - Graduate admission applicants are reviewed with Canadian Indigenous category considerations* - Indigenous student representation on committees designed to improve Indigenous content for courses - Departmental anti-racism policies - Indigenous staff and faculty - Indigenous health research - Elder blessings/ceremony for major departmental events - In annual reports, faculty and students are encouraged to document professional development/training related to systemic racism and colonization
	School of Art	School of Art	<ul style="list-style-type: none"> - Indigenous art courses* - Indigenous academic staff for Indigenous courses - Gallery showcases Indigenous art - Equity, Diversity, and Inclusion (EDI) Committee - Collaboration with and sponsorship of exhibitions at Urban Shaman Gallery

Faculty or College	Depart., Program, School	Name	Summary of Supports
X		University 1	<ul style="list-style-type: none"> - Reserved section of ARTS 1110: Introduction to University for the Qualico Bridge to Success Program in Fall term - Workshops to the Blankstein Momentum Program - Advising partnership with the Indigenous Student Centre

Units not included in [Faculties, Colleges, and Schools](#) list

Unit	Summary of Supports
Board of Governors	- Mr. Jeff Leclerc (University Secretary) is on the Indigenous Leadership Advisory Counsel and Co-Leading the Indigenous Representation in Governance and Senior Leadership (Office of the Vice President Project) to work toward changes in governance.
Bruce D Campbell Farm and Food Discovery Centre	
Centre for Global Public Health	
Centre for the Advancement of Teaching and Learning (CATL)	<ul style="list-style-type: none"> - Indigenous pedagogy portal - Indigenous initiative educators - Indigenous workshops (Working with Elders, Supporting Indigenous Diverse Learners, Indigenous Frameworks, Indigenous Research-Magzina'igan, Indigenous Apps, etc) - One-on-one consultation with faculty, staff, and students by request - Customized and discipline-specific Indigenization and decolonization support for curriculum and course design
Center on Aging	<ul style="list-style-type: none"> - Indigenous Aging Working Group - Conducted an environmental scan of University of Manitoba courses with Indigenous aging content - Indigenous aging workshop
Chancellor	- See Board of Governors
Childhood adversity and resilience research team	
Community Engaged Learning	<ul style="list-style-type: none"> - Working in Good Ways with Indigenous Communities sessions (for staff, faculty, graduate students) - Student version of Working in Good Ways with Indigenous Communities under construction - Land and Water: Land-based Education Online Event focuses on Indigenous connection, belonging, and leadership - Amazon Rainforest experience with Indigenous collective - Teaching students how to work with Indigenous communities - Indigenous community engagement
Enrollment Services	
Glenlea Research Station	- See Department of Animal Science
Human Resources	- Links to other content on University of Manitoba website (land acknowledgment, learning opportunities like workshops and open ceremonies,

Unit	Summary of Supports
	Indigenous projects, etc.) - Report the numbers of Indigenous faculty and staff - Promote job opportunities to external Indigenous Partners - Support, participate, and promote Gaa wii ji'i diyaang*†‡ - Partnered with the NCTR to answer the TRC Call to Action 57 by producing two training videos, "Our Path to Reconciliation" to address anti-Indigenous racism, cultural competence/safety, awareness, to increase respect/empathy/understanding, and to strengthen reconciliation - Co-facilitate Our Path to Reconciliation Workshops - Support, promote, and attend cultural events
Indigenous	- Indigenous news stories - List of Indigenous academic programs* - Cultural and protocol page - List of Indigenous events - List of Indigenous spaces*†‡ - Reconciliation page with resources, commitments, and progress - Scholars and research page with Indigenous faculty and research resources
Indigenous Student Awards	- Indigenous-specific student awards*
Indigenous Student Centre	- Elders-in-residence*†‡ - Events - Cultural protocol/information/terminology - Métis inclusion programming - Indigenous counselors* - Pow wow practice group (in collaboration with Faculty of Kinesiology and Recreation Management) - Indigenous student newsletter - Graduation scaves/stoles* - Many Indigenous programs (Blankstein Momentum program, Qualico bridge to success, Supporting Aboriginal Graduate Enhancement [SAGE] program, Neechiwaken Indigenous peer mentor program, Indigenous Circle of Empowerment [ICE], EmpoweringU)* - Services at Migizii Agamik (Indigenous student advisors, tutoring, reading specialist, reference librarian, student advocacy, career services)* - Graduation Pow wow* - Self-declaration*†‡ - Indigenous student groups (University of Manitoba Indigenous Students' Association and Métis University Students' Association)*
James W. Burns Executive Education Centre	- Provided leadership training to multiple Indigenous groups
Libraries	- Indigenous library guides - Indigenous Studies Liaison librarian - Indigenous health librarian

Unit	Summary of Supports
	<ul style="list-style-type: none"> - GIS support for Indigenous students/researchers - Continually adding Indigenous content - Mazinibiige Comic Collection - Indigenous Health Collection - Reference hours at Migizii Agamik* - Indigenous collection in Archives
MCHP	<ul style="list-style-type: none"> - Indigenous research - Territory acknowledgment requirement - Indigenous deliverables/reports - Social Policy Evaluation Collaborative Team Research at Universities in Manitoba (SPECTRUM) has some anti-racism resources
Métis University Students' Association (MUSA)	<ul style="list-style-type: none"> - Métis representation, focus on Métis culture, discuss Métis-related issues, events*
Office of Institutional Analysis	<ul style="list-style-type: none"> - Indigenous enrollment statistics
Office of the President	<ul style="list-style-type: none"> - Indigenous-related statements (reconciliation, Indigenous achievement, etc) - Reports (including the Strategic Plan Report) - Executive sponsor of Governance and Leadership Project from the Indigenous Senior Leadership Report - General tone-setting about Indigenous events/issues
Office of the Provost and Vice-President (Academic)	<ul style="list-style-type: none"> - Indigenous Achievement Framework and Document (2014)
Office of the Vice-President (Administration)	<ul style="list-style-type: none"> - Careers at UM has Indigenous achievement as a value and equity statement - Executive sponsor for Indigenous Senior Leadership Project 4 (Supportive Environment for Indigenous Faculty, Students, Staff, and Guests) - Chair of the Path Forward Implementation Committee - Leads the development of the UM's Anti-Racism Strategy <p>Reporting units:</p> <p><u>Human Resources</u></p> <ul style="list-style-type: none"> - (see Human Resources) <p><u>Financial Services</u></p> <ul style="list-style-type: none"> - Indigenous student awards,* elder payment,† student account positions with a large proportion of Indigenous students* - Indigenous Procurement Program: Creating Pathways for Indigenous Businesses and University communities to work together toward Economic Reconciliation (with funding from the IIF Purchasing Services) to establish purchasing process that is fair to Indigenous people, increase community outreach and engagement with Indigenous business, collaborate with other universities and public entities, and increase faculty and staff Indigenous business learning opportunities - Request for Proposal (RFP) Template includes an Indigenous Well-Being

Unit	Summary of Supports
	<p>(currently weighted low but hope to increase weight soon)</p> <ul style="list-style-type: none"> - RFPs with Indigenous requirements includes Indigenous initiatives section (weighted higher than in general RFPs)
<p>Office of the Vice-President (Administration) Continued</p>	<p><u>Facilities</u></p> <ul style="list-style-type: none"> - Indigenous Planning and Design Principles (IPDP) Working Group - Indigenous Planning and Design Principles and Indigenous Art and Placemaking Project are on the Campus Planning website and there is a summary document on the website with physical copies circulated to the UM Libraries - Architectural and Engineering Services and the Office of Sustainability hosted a workshop (May 2021) where participants were encouraged to reimagine the spaces by integrating UM Indigenous Planning and Design Principles into their ideas and concepts - Support of smudging spaces*†‡ - Landscape Master Plan will include a focus on the Indigenization - Cultural Landscape of the Fort Gary Campus draft (Campus Planning Office) - Campus Tree Inventory (Campus Planning Office) including Indigenous language translations - Forthcoming: enhance the University Crescent boulevards, including Indigenous design elements <p><u>IST</u></p> <ul style="list-style-type: none"> - Support elders with digital signatures† - NCTR support with archiving and security - Media production support for Indigenous programming and events <p><u>Office of Human Rights and Conflict Management</u></p> <ul style="list-style-type: none"> - Supports for responding to discrimination and human-rights based harassment - Lead for the Indigenous Senior Leadership Project 4 (Supportive Environment for Indigenous Faculty, Students, Staff, and Guests) - Supports Indigenous-specific initiatives through the Office of the Vice President Indigenous and the National Centre for Truth and Reconciliation.
<p>Office of the Vice-President (External)</p>	<p>Reporting Units:</p> <p><u>Alumni and Donor Relations</u></p> <ul style="list-style-type: none"> - Fundraising for Indigenous related projects and initiatives (academic funding, bridging programs, mentorship programs, research chairs, National Centre for Truth and Reconciliation [NCTR], Indigenous education, anti-racism)*†‡ <p><u>Marketing Communications</u></p> <ul style="list-style-type: none"> - NCTR Communications Officer - Marketing/Brand communications to support the Office of the Vice-President Indigenous (OVPI) - UM Brand and Indigenous brand standards - Voice/Tone Style Guide (includes considerations for the Indigenous perspectives) - Marketing/Brand support to faculties and specific areas of Indigenous focus-Promotion of Indigenous research - Supports Indigenous-focused institutional initiatives <p><u>Government Relations</u></p> <ul style="list-style-type: none"> - Writing/sending letters to federal ministers on the work and importance of

Unit	Summary of Supports
	<p>NCTR and the Office of the Vice-President Indigenous</p> <ul style="list-style-type: none"> - Supporting meetings with ministers and deputy ministers for Office of the Vice-President Indigenous, NCTR Executive Director, and the University of Manitoba President - Promoting NCTR to all levels of government (federal, provincial, municipal) - Flagging potential committee appearance opportunities and government funding opportunities for NCTR, Indigenous students, staff, and faculty <p><u>Media Relations and Strategic Communications</u></p> <ul style="list-style-type: none"> - Write and edit UM Today stories and distribute news releases in collaboration with the NCTR Communications Officer - Consultation with Indigenous faculty on major campaigns and projects‡ - Worked with outside PR agencies as requested by NCTR - Triage and refer media questions on Indigenous issues to appropriate individuals - Pursue media opportunities for advancing Indigenous resources and faculty‡ - Work with Indigenous faculty and staff to assist the UM president with statements on issues relating to Indigenous matters as requested - Assist in media monitoring of NCTR stories in media - Ensure that Indigenous content is present on UM Today
Office of the Vice-President (Indigenous)	<ul style="list-style-type: none"> - University strategy on reconciliation - Indigenous engagement and achievement initiatives - Anti-racism strategy - Administrative and staff members supporting the office - Partnerships with Indigenous Education Blueprint, Manitoba Aboriginal Languages Strategy, Winnipeg's Indigenous Accord - Indigenous advisory council - Indigenous Initiatives fund* † ‡ - Indigenous awards of excellence (in collaboration with Indigenous Engagement)* † ‡
Office of the Vice-President (Research and International)	<ul style="list-style-type: none"> - Indigenous research, Indigenous researchers, Indigenous research chairs, and Indigenous research centres - EDI statements including Indigenous Peoples - 10% of Undergraduate Research Experience awards for Indigenous students* - Ethics Indigenous Research information and forms
Qualitative Research Group	<ul style="list-style-type: none"> - Indigenous researcher on advisory committee - Indigenous research resource - Past workshop on Indigenous topic
Registrar's Office	
Senate	- See Board of Governors
Smartpark	<ul style="list-style-type: none"> - Space for director of National Centre of Truth and Reconciliation (NCTR) in 2014 before NCTR building - Territory Acknowledgement displayed on the welcome monitor of the Smartpark Innovation Hub <p>North Forge Technology Exchange</p>

Unit	Summary of Supports
	<ul style="list-style-type: none"> - North Forge North: currently building fabrication labs in Thompson and The Pas and partnerships with Indigenous communities to train youth in fabrication labs - Forthcoming: Geraldine Shingoose to present to staff, mentors, founders, and board members on Indigenous culture and Indian Residential Schools. - Indigenous Youth Scholarship Program (year-long membership to a fabrication lab, mentorship, training, and materials) - Indigenous Youth Mentorship Program (mentorship in the fabrication lab)
Sports and Recreation	<ul style="list-style-type: none"> - Indigenous student award in intramurals* - Indigenous Space in the Active Living Center (through Faculty of Kinesiology and Recreation Management)
Sports and Recreation Facilities	
St. Paul's College	<ul style="list-style-type: none"> - Indigenous content in courses - Support offered through unit of instruction
St. John's College	
Student Affairs	<ul style="list-style-type: none"> - Indigenous view book* - Indigenous student orientation* - Links to Indigenous financial aid*
U of M Press	<ul style="list-style-type: none"> - Indigenous authors and books
University of Manitoba Athletics	<ul style="list-style-type: none"> - Spirit of the Bison Indigenous Sport Day - Forthcoming: equity audit to assess where justice, equity, diversity, and inclusion supports are needed
University of Manitoba Faculty Association	
University of Manitoba Graduate Students' Association	<ul style="list-style-type: none"> - Share Indigenous student resources from other places on campus - Promote an inclusive culture - Have an anti-racism page - Forthcoming: Indigenous student outreach program in 2021/22*
University of Manitoba Indigenous Students' Association (UMISA)	<ul style="list-style-type: none"> - Indigenous student group* - Support students, programming, events, provide information, advocacy, and leadership*
University of Manitoba Students' Union	<ul style="list-style-type: none"> - List three Indigenous student groups - Mentions an Aboriginal Students' Association
William Norrie Centre	<ul style="list-style-type: none"> - See Faculty of Social Work

Notable past initiatives

Faculty and Staff Indigenous Career Mentorship program†‡
Traditional Peoples' Advisory Council
National Indigenous Social Work Conference