

Aboriginal Council Queen's University

The Aboriginal Council of Queen's University was established in 1992 "to ensure that for generations hereafter Aboriginal peoples will have access to higher education at Queen's University, and that the institution will be responsive to the broader needs of Aboriginal peoples." According to its mandate, the Council shall be involved in all decisions affecting Aboriginal programs and services at Queen's University. The Council is composed of representatives from Aboriginal communities in Ontario, Queen's Aboriginal student representatives, and senior University personnel. Other members of the University serve on the Council as needed. The Council reports directly to the Senate and Board of Trustees. The Council receives funding from the Ministry of Training, Colleges, and Universities (MTCU) and Queen's University.

Terms of Reference Revised October 24, 2002

Aboriginal peoples have distinctive educational needs, and Queen's University, the Aboriginal Council, and the Aboriginal communities are dedicated to working in partnership to enrich the educational experience for everyone.

I. Purpose

The purpose of the Aboriginal Council is to ensure that for generations hereafter Aboriginal peoples will have access to higher education at Queen's University, and that the institution will be responsive to the broader needs of the Aboriginal peoples.

The Council is dedicated to ensuring that its mandate is upheld with the greatest respect of or to all parties involved.

II. Mandate

The Aboriginal Council shall be involved in all decisions affecting Aboriginal programs and services at Queen's University. At the same time, the legitimate interests of the institution must be secured in respect of the authority it has over academic programs and in respect of the rights of the Board of Trustees to appoint employees and to approve budgets.

Council has a university-wide mandate and is the principal source for providing assessment and guidance with respect to Aboriginal programs and services. As such, Council shall report directly to Senate and the Board of Trustees. In keeping with this mandate and consistent with Senate's usual practice, Senate will refer matters concerning Aboriginal programs and services to the Council.

Within the normal academic framework of the University, the Council has a collective responsibility to represent the needs and interests of the Aboriginal community. More specifically, the Council is established to:

1. Foster an environment in which Aboriginal values are acknowledged and respected.
2. Identify the educational needs and interests of Aboriginal peoples and all communities in which Aboriginal people live.
3. Facilitate the recruitment, admission, retention, and graduation of Aboriginal students.
4. Assist in the development of procedures for the promotion of the University's programs and services to future Aboriginal students and communities.

5. Work in partnership for the development of programs to meet the post-secondary educational needs of Aboriginal students, including undergraduate, graduate, and professional programs.
6. Assess and recommend ways in which courses of study may be offered off campus in Aboriginal communities.
7. Work in partnership for the development and administration of support services for Aboriginal students, which should include counseling, mentoring, access to elders, the development and promotion of scholarships, bursaries and awards. To this end, Council members will be available to participate in the recruitment, staffing and supervision of personnel concerned with Aboriginal programs and services.
8. Encourage and make recommendations on the recruitment, development, and retention of Aboriginal faculty members and staff and of other personnel concerned with Aboriginal programs and services; and make known the commitment of Queen's University to employment and pay equity.
9. Seek, monitor and evaluate funding for new and existing Aboriginal programs, courses and services, and give direction in the writing of funding proposals that address general and specific Aboriginal post-secondary education programs.
10. Review data and statistics on the recruitment of Aboriginal students, the course of study in which they are enrolled, and their success in all activities in the University environment (privacy rights will be recognized).
11. Review annual budget allocations for Aboriginal-specific programs and services in order to make recommendations for long-term programs.
12. Work in partnership for the design and development of Aboriginal programs and services, as projected for delivery by Queen's University. Council strongly believes that in order to achieve and ensure high quality programs and services, input from a broadly based Aboriginal Council during design and development is essential.
13. Evaluate Queen's University's implementation of Council recommendations.
14. Prepare a report annually to be presented through the Principal to the Senate and the Board of Trustees, and make this report widely available.

III. Membership

There will be strong representation from the Aboriginal community. The Provincial Territorial Organizations will be invited to appoint a member, preferably a local member, to the Council from their own organizations:

- Association of Iroquois and Allied Indians
- Nishnawbe Aski Nation
- Union of Ontario Indians
- Ontario Métis and Aboriginal Association
- Grand Council Treaty No. 3
- Ontario Federation of Indian Friendship Centres
- Ontario Native Women's Association

In addition there will be representation of up to three Aboriginal students from the Queen's community. As well, representatives from other Aboriginal community organizations may be added to the above list by decision of Council. These organizations and their representatives will be chosen by Council upon receiving a letter from the organization requesting membership and naming their representative/alternative.

The Aboriginal Teacher Education Program community-based Program Management Committees will be invited to appoint a member to the Council.

Institutional representatives will be appointed in a number not to exceed one-half the total membership of the Council. They will be selected from Senior University personnel, Aboriginal individuals of others in the University community with special knowledge and expertise which is of value to the Council in its work, including the following:

- The Principal who serves as Chair of the University Senate, Chair of the Senate Committee on Academic Development, and a member of the Board of Trustees. Alternatively the Principal may appoint a delegate who shall be a senior officer of the University (i.e., a Vice-Principal).
- The Director of the Aboriginal Teacher Education Program
- The Registrar of the University
- Senior representatives from faculties/schools of the University

Resource staff from the University will be called on to serve the Council as needed.

III. Organization of Council

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Co-chairs

1. The Co-chairs will be appointed on the recommendation of the Nominating Committee and the approval of Council. One Co-chair will be a representative from an Aboriginal community organization. The other Co-chair will be from the University community and, preferably, will be an Aboriginal. In formulating its recommendations, the Nominating Committee will take into consideration an individual's background, expertise, and ability to assist the Council to achieve its goals. Whenever possible, Co-chairs will be appointed for staggered two-year terms.
2. Decisions of the Council will be made by consensus.
3. A quorum shall consist of a majority of the named members of the Council, at least half of whom must be Aboriginal members.
4. Meetings of Council will be open; observers may participate in discussions at the invitation of Council.
5. Persons wishing to make a presentation at a meeting of the Council may contact one of the Co-chairs well in advance of a meeting of Council to be placed on the agenda. Requests to be placed on the agenda must include a clear written statement of the intent of the presentation.
5. Council meetings shall take place not less than four times per year. Official communication may be conducted through the mail or conference telephone calls.
6. The University shall provide secretarial services to the Council and its committees, including preparation of minutes, agendas, and materials for Council meetings.
7. Out of town Aboriginal members of Council and its committees will be reimbursed for travel and lodging expenses for attendance at meetings, using Queen's financial guidelines. It is understood that the Aboriginal organizations represented on the Council and its committees will make every effort to appoint representatives from the Kingston area in order to reduce costs and to better coordinate meeting dates. The Council and its committees will set meeting dates that take full advantage of the availability of a number of members in the same location at the same time.

ABORIGINAL COUNCIL OF QUEEN'S UNIVERSITY
ACTION PLAN Approved by Aboriginal Council May 16, 2006

Preamble

Queen's University and the Aboriginal Council are dedicated to working in partnership to improve the educational experience for everyone. Aboriginal peoples have distinctive educational needs. The Council strongly believes that improving Aboriginal peoples' access to and experience with higher education at Queen's University will promote the kind of diversity that enriches the Queen's community and enhances the educational experience for Aboriginal people and non-Aboriginal people.

The Council has a collective responsibility to represent the needs and interests of the Aboriginal communities. The Aboriginal Council is mandated to be involved in all decisions affecting Aboriginal programs and services at Queen's University.

In the spirit of cooperation, the Council, which is made up of representatives from Aboriginal communities, Aboriginal organizations, and Queen's University, seeks to enhance the partnership with the broader Queen's community and the Aboriginal communities to make Queen's University one of the national leaders in Aboriginal programs and services in postsecondary education. To do so, it will address the needs of Aboriginals in the following areas:

Programs

Identify and promote alternative methods of program delivery (including e-learning initiatives) for Aboriginal students enrolled at Queen's, including those in community-based programs.

Continue to assist and support the Aboriginal Teacher Education Programs, and develop new programs that will serve Aboriginal students in their own communities.

Encourage new initiatives or programs directed specifically at graduate and professional programs for Aboriginal students.

Encourage new initiatives or programs for Aboriginal students in studies related to health including medicine and nursing.

Encourage new initiatives or programs for Aboriginal students in science or engineering.

Participate in and facilitate curriculum development initiatives, including: maintaining the Council as a resource for program and/or course development and evaluation; promoting the inclusion of Aboriginal values, perspectives, thought processes, practices, and protocols in all Faculties and programs; and developing a Special Field Concentration in Native Studies, using the two existing half courses in Native Studies along with relevant existing courses and additional new courses. Foster linkages and agreements with institutions that have a high number of Aboriginal students.

Develop processes for recognizing credits through transfer from community colleges and Aboriginal Institutions.

Maintain and develop symposia and workshops, such as the Annual Native Studies Symposium, Aboriginal Awareness Day, and other cultural gatherings, and facilitate visits to Queen's by Aboriginal elders, academics, artists, musicians, film-makers, etc. The purpose is to promote access to these events for Aboriginal students and the Aboriginal communities, and create more opportunities for the academic community to be exposed to Aboriginal thought and culture.

Promote and support campus-wide understanding of and openness to Aboriginal research and the work of Aboriginal researchers.

Promote sensitive and responsible research by, for example, encouraging the funding of Aboriginal research by funding agencies, and by obtaining representation by members of the Aboriginal Council on ethics review boards and membership on committees evaluating

projects undertaken by members of the Queen's community that include or affect Aboriginal people.

Foster a closer relationship to Queen's Libraries and work with them to enhance resources related to Aboriginal studies.

Students

Increase the number of Aboriginal students at Queen's, and enhance Aboriginal student enrollment in all programs and Faculties.

Increase outreach to Aboriginal communities and recruitment of Aboriginal students.

Develop better access to Queen's University for Aboriginal students (including mature students and single parents), through participation in orientation planning, and facilitating the development of pre-entry programs for Aboriginal students who need additional support for academic and "learning environment" adaptation.

Support the creation in every Faculty of admissions policies and places for Aboriginal students (following the examples in Medicine, Nursing, Education, Law, and Arts).

Initiate and promote new and ongoing programs to support and **retain** Aboriginal students at Queen's.

Work toward the establishment of additional general and program-specific scholarships and bursaries for Aboriginal students at Queen's.

Develop and promote ways to enable staff in the Queen's Awards Office to better meet Aboriginal students' needs and provide information on sources of financial support.

Improve Aboriginal students' access to the Aboriginal communities, traditions, ways of knowing, cultures, and Elders, including maintaining an Elder or Traditional Aboriginal Person in Residence on the Main Campus and on the West Campus.

Establish peer tutoring program(s) for Aboriginal Students at Queen's.

Work to increase counseling for Aboriginal students.

Faculty and Staff

Advocate for increasing the numbers of Aboriginal faculty and staff at Queen's University.

Initiate and promote new and ongoing programs to recruit Aboriginal faculty and staff at Queen's.

Initiate and promote new and ongoing programs to support and **retain** Aboriginal faculty and staff at Queen's. The Aboriginal Council plans to work closely with the Senate Educational Equity Committee in their response to the report entitled *Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen's University: Report on the 2003 Study, Understanding the Experiences of Visible Minority and Aboriginal Faculty Members at Queen's University*.

Develop and facilitate initiatives to provide professional development opportunities for Queen's faculty and staff concerning Aboriginal issues, and Aboriginal learning and teaching styles.

Facilities

Support and develop Four Directions Aboriginal Student Centre, fully integrating it into the Queen's University community.

Identify ways of extending an Aboriginal presence on Queen's campus and facilitate their implementation, including the possibility of establishing an outdoor Native Meditation Site on Queen's grounds.

Find ways to provide affordable and accessible housing for Aboriginal students at Queen's.

Environment and Relationships

Establish and support relationships with and participation in community-based organizations and the broader Aboriginal communities, both urban and non-urban, in the Kingston area as well as provincially, nationally, and internationally.

Communicate throughout the Queen's community the Council's mandate, action plan, membership, activities, and availability as a resource to faculty, staff and students.

Establish processes for the participation of Council in decisions that affect Aboriginal peoples, programs, and services at Queen's.

Establish relationships with other processes and offices on campus, including all the University equity offices and all the academic Faculties.

Undertake initiatives to increase the number of Aboriginal community representatives on various decision-making bodies at Queen's, including the Queen's Board and Senate.

Identify possible sources for and make recommendations concerning fundraising for Aboriginal initiatives on campus.