



Aboriginal Council, Queen's University

Meeting Notes

October 28, 2019 6:30-8:30 pm Richardson Hall Room 340, Queen's University

Members in Attendance:

Name	Position
Carol Ann Budd	Community Co-Chair
Anne Tierney	Vice-Provost & Dean of Student Affairs, University Co-Chair
Patrick Deane	Principal and Vice-Chancellor
Tom Harris	Interim Provost, Office of the Provost & V-P (Academic) (Principal's Delegate)
Teri Shearer	Deputy Provost, Office of the Provost and VP (Academic)
Gordon Smith	Vice-Dean, Faculty of Arts and Science
Kanonhsyonne (Janice Hill)	AVP, Office of Indigenous Initiatives (Council Secretary)
Haley Cochrane	Coordinator, Office of Indigenous Initiatives
Brian Frank	Associate Dean, Faculty of Engineering
Amanda Kilabuk	Community Member, Tungasvingat Inuit
Jacob Calderone	American Indian Science and Engineering Society, Queen's Chapter (Q-AISES)
Mark Green	Indigenous Faculty Member at Large
John Pierce	Vice-Provost, Teaching and Learning
Dwight Bero Jr.	Community Member, Akwesasne Mohawk Board of Education
Emma Sparks	Queen's Native Student Association
Allen Doxtator	Cultural Advisor, Office of Indigenous Initiatives
Sebastian DeLine	Indigenous Graduate Student
Laurel Claus-Johnson	Community Member, Katarowki Grandmother's Council
Patti Brinklow	Community Member, Tyendinaga Mohawk Council
Deb St. Amant	ATEP Coordinator/Elder-in-Residence, Faculty of Education

Guests in Attendance:

Kandice Baptiste	Director, Four Directions Indigenous Student Centre
Cherie Metcalf	Representative, Faculty of Law
Lori Garnier	Executive Director, Smith School of Business

Regrets:

Elaine Jeffrey	Community Member, Metis Nation of Ontario
Dave Mowat	Community Member, Chief of Scugog First Nation
James Reynolds	Associate-Dean, School of Graduate Studies
Leslie Flynn	Vice-Dean, Faculty of Health Sciences

Meeting Minutes:

Item	Notes
Opening Prayer Allen Doxtator	AI shared opening words and prayer.
Adoption of the Minutes	The minutes from the April 2019 meeting were approved as circulated. Additional revisions to be sent to the Office of Indigenous Initiatives or raised with Haley Cochrane.
Co-chair Remarks Ann Tierney	<p>Ann spoke to the immediate response to the Chown Hall incident. Thanks were extended to Kandice Baptiste, Lisa Doxtator and the Four Directions team for their immediate response in providing student support.</p> <p>It was noted that this incident has been taken very seriously by the university, campus security and the Kingston Police.</p> <p>Ann noted that the university is continuing to provide a safe environment for students to foster discussions and provide support that is needed. There was also mention</p> <p>Thanks were also extended to the students who organized the Solidarity March, it was a very well attended event and great to see the amount of support across the university from students, staff and faculty.</p> <p>Work is continuing how to address this issue moving forward and to provide support not only to Indigenous students but also students from the LGBTQ+ community as they were also targeted in this hateful act.</p>
Co-Chairs Remarks Carol Ann Budd	<p>Carol Ann began by sharing an update from the Aboriginal Caucus. Firstly, the Chown Hall incident was heavily discussed and members from Caucus shared that there have been additional incidents of hate and racism continue to take place.</p> <p>Members expressed that those impacted by the incident don't feel that they have a voice, both Four Directions and AI from the Office of Indigenous Initiatives continue to hear concerns of fear and a lack of safety from members of the Queen's community.</p> <p>Some community members within the Aboriginal Caucus noted that they heard of the incident via local/provincial news platform but have yet to hear anything else from the university in terms of any continued support or additional information regarding the "on-going investigation". Community members are concerned about their family and students who are currently studying or working at Queen's. Community members requested to know what's happening next in order to further pursue the investigation and continue to support those affected.</p> <p>During Caucus, discussions regarding the Indigenous scholarship proposal continued and it was proposed that this be incorporated into the pre-existing Promise Scholarship. A newly developed scholarship which will be issued to 5 students for fall 2020. The scholarship is designed to provide full funding for 4-5 years of study for local students.</p> <p>Ann has offered to bring the Indigenous scholarship idea to the Promise Scholarship Working Group to discuss the possible incorporation of an offering for Indigenous students.</p>

	<p>The Terms of Reference require a revision and the volunteer group (Kandice, Al, Jan, Cherie, Sebastian, Laurel and Patti) will try to provide a revised draft by the next Council meeting.</p>
Adoption of the Agenda	No changes proposed. Agenda adopted.
Update from the Office of the Principal Patrick Deane	<p>Principal Deane extended a welcome and his gratitude to fellow new members and thanked all members for their participation on Council.</p> <p>The Principal made mention that he is returning to Queen’s after being away for 9 years, and the excitement around coming back to the university in the “Post-TRC Era”. He noted the progress of the development of the TRC work at Queen’s and stated that there is still a lot of work to be done.</p> <p>He spoke to the Chown Hall incident and the fact that this serves as a reminder that Queen’s is not immune to this type of incident. He regrets that he was unable to attend the Solidarity March due to being out of the country on university-business, however he was made aware of the amount of solidarity apparent within the university community. He is confident that the university will do everything possible to ensure that another incident doesn’t appear again or that if it does, there are adequate resources in place.</p> <p>He is seeking advice from the Queen’s community and Aboriginal Council on ways to address the incident as well as meaningful ways to respond.</p> <p>The Principal ended his remarks by sharing the upcoming “Conversation” (an open forum for anyone to share their input with the Principal, which can also be done via the online form) date of November 11th and he thanked Jan for her leadership and thoughtful approach to challenges at the university.</p>
Update from the Provost Office Tom Harris	<p>Provost Tom Harris spoke to the Principal’s remarks. He noted that as more progress happens on the TRC efforts, it is imminent that hate will follow.</p> <p>He spoke to the fact that the poem was carefully constructed using sophisticated language with careful thought to have the maximum impact possible. He also spoke to the intelligence of those that come to Queen’s, and how the Chown Hall incident challenges that.</p> <p>He shared his gratitude for the Queen’s staff who have supported the students and spoke to the resiliency of the students impacted by the incident.</p> <p>Really impressed with QU staff – staff really supported our students. Would like to speak to resilience of the students. He encouraged to Council members to share their input directly with him and looks forward to hearing any ideas or thoughts on how to move forward.</p> <p>He ended his remarks by re-affirming the university’s commitment to reconciliation.</p>
Report from the Office of Indigenous Initiatives Janice Hill	<p>Jan provided an update on upcoming initiatives and events from the Office of Indigenous Initiatives. Her updates included:</p> <p>The annual Stabilizing Indigenous Languages Symposium (SILS) which will take place next June, this event is presented in collaboration with the Faculty of Arts and Science, the Kingston Indigenous Language Nest and Tsi Tyonnheht Onkwawenna.</p>

The 21st annual Indigenous Knowledge Symposium which will take place on Friday November 8 and Saturday November 9. This event is presented in collaboration with the Kingston Frontenac Public Library and the Kingston Indigenous Language Nest. This year's theme is "Preserving our Languages for the Next 7 Generations".

Next Jan spoke to the recently released Year 2 TRC Update Report. She mentioned that she has been encouraged to look more deeply at any systemic or policy issues that create barriers for Indigenous students, staff, faculty as well as the opportunity for community engagement. In the Spring, Dr. Mark Dockstator encouraged all of us to think beyond faces, places and spaces and to deeply look at the work of decolonization and reconciliation.

She also provided an update on the OII website, noting that a soft launch is scheduled for next month. The website will serve as a go-to site for all things Indigenous at Queen's additionally, it will be a repository of resources and information. The graphics for the website has been designed by an Indigenous student at Queen's.

Jan discussed the need for a Strategic Plan for the OII. A member of the Provost Office is assisting with the creation of the Plan and they have outlined a process for a broad range of consultation that will need to take place. Consultation will take place in the form of focus groups, one-on-one interviews and written submissions.

The OII is also in the process of appointing an Elder's Advisory Council to support the work of decolonization and reconciliation. The plan is for the Council to meet early in the new year, and future meetings will take place quarterly.

Lastly, Jan provided an update on staffing for the OII. Haley Cochrane has returned from Maternity Leave, 2 work study students have been hired and the OII is in the final stages of hiring an additional Elder. The hope is that this person will begin working in the office by mid to late November.

Jan opened her remarks up to comments or questions. The following was discussed:

Co-Chair Carol Ann Budd suggested that input be sought from international students for the strategic plan. Many international students have demonstrated the desire to learn more broadly about Canada and Indigenous Peoples.

Provost Tom Harris asked Jan the feedback she is hearing from students regarding the Chown Hall incident. Jan shared that she has been hearing from students, staff, faculty and community members – questions about whether a suspect has been identified continue to arise along with questions regarding the potential punishment or possibility of criminal charges if someone is found. Jan shared that the Cultural Advisor in the OII has expressed feelings of being fearful when walking through campus since the incident.

Jacob Calderone, student representative from Q-AISES shared that they were living on the floor in Chown last year where this incident took place. When considering where to study engineering, the Indigenous Allies floor is one of the reasons why he chose to study at Queen's. Jacob shared that if he had been on that floor this year when the incident took place, he would have felt unsafe, unwelcomed as a Queen's student.

Sebastian DeLine, PhD student and Indigenous graduate student representative shared that he is surprised to hear of other incidents continuing to happen since the Chown

	<p>Hall incident. He reminded Council that this is a lot for young people to have to experience, he noted that as students, their sole job at Queen’s is to learn and to feel safe while doing so. Since the incident, we have put the onus on them to explain to their teachers why and how they should be treated – it’s heavy labour to have to take on. Sebastian asked how these barriers will be tackled, how we will have more approachable discussions and noted that Aboriginal Council presents as a challenging forum to bring up these concerns and have these discussions given that many of the members do not know one another.</p> <p>It was suggested that the university seek external input for advice and guidance as well as we to have external organizations facilitate workshops to facilitate bridging the institutional barriers. Suggested organizations include justice and anti-racism organizations.</p>
<p>Presentation by the Faculty of Arts and Science Gordon Smith</p>	<p>Gordon shared highlights from the newly released Faculty of Arts and Science 5-year Strategic Plan. The plan was put together by a 50-member Committee who spent over a year consulting with various groups as well as seeking input via Town Halls, online forums and other meetings to gather as much input as possible. This is the first Strategic Plan for the Faculty and the guiding principal throughout the plan is around equity, diversity, inclusion and indigeneity to include aspects of decolonization, Indigenous resurgence and anti-racism.</p> <p>Highlights included:</p> <ul style="list-style-type: none"> - The plan includes 50 initiatives such as the Faculty’s Equity, Diversity, Inclusion and Indigeneity Implementation Standing Committee. - Creating accessible and inspiring facilities and classrooms. - Increase Indigenous teaching and gathering places – such as the newly created Welcoming Room in Mac-Corry. - Keep Wellness as a priority while engaging with culturally diverse practices. - Address structural inequalities and barriers. <p>The Plan can be found online on the Faculty of Arts and Science website. The OII will also share a link with Council.</p>
<p>Presentation by the Tyendinaga Mohawk Council Patti Brinklow</p>	<p>Patti provided an update on the initiatives and on-going work happening in Tyendinaga. These include the Immersion program which delivers 3 programs for infants/toddlers, kindergarten to grade 4 and an adult program along with before/after school daycare.</p> <p>She shared that the federally funded elementary school (Quinte Mohawk) also provides on site teaching from Ensure Learners for secondary education.</p> <p>There is also the HOPE program which is a community offering to provide an alternative high school which is attached to the East Side Secondary school.</p> <p>Patti noted that she works alongside Lacy King, together they are responsible for providing counselling to students considering post-secondary education as well as administering the funding for post-secondary.</p> <p>Happy to share that a posting for Education Director has been put out there to pull all programs and services together. Some issues that they currently face include a lack of funding to support all students adequately, there is a substantial waiting list. They are</p>

	<p>continuing to review their policies to see how funds can be stretched and will be soliciting band council to try and get more funding.</p> <p>Currently there are 31 students from Tyendinaga studying at Queen's.</p>
<p>Recruitment and Enrolment Presentation Ann Tierney</p>	<p>Ann shared a recruitment and enrolment update for Fall 2019:</p> <ul style="list-style-type: none"> - Confirmations from self-identifying Indigenous students have increased ~16% since last year. - There has been a ~17% increase for those admitted under the Indigenous Admissions Policy. - Queen's fully participates in the Aboriginal Post-Secondary Information Program (APSIP) which visits 110 schools/communities across Ontario and Quebec. This is the first year in sometime that Queen's has participated in the full schedule of visits. - During the Ontario Universities Fair, Keira LaPierre (Indigenous Community Outreach Coordinator) and Alex DeGagne (Recruitment Representative – Indigenous) participated in the APSIP room, there were additional faculty representation on the exhibition floor. - Nov 2-3 there will be dedicated table space at the Fall Preview Student Expo for Four Directions. - Queen's representatives will attend the Indspire National Gathering for Indigenous Education in Toronto in late November as well as the Inspire Soaring Indigenous youth Empowerment Gathering in Ottawa in March 2020.
<p>Stakeholder Reports Co-Chairs</p>	<p>Additional stakeholder report provided by Gordon for the Indigenous Knowledge, Curriculum and Research Working Group:</p> <p>The Working Group is currently going through the process to have the existing Indigenous Studies minor offered as a major for next fall. Updates to come.</p>
<p>Closing Prayer Allen Doxtator</p>	<p>Al shared closing words.</p> <p>Council was reminded and encourage to freely speak during the meetings as this provides an opportunity to move forward.</p>