



Aboriginal Council Minutes

February 11, 2020

Co-Chairs: Carol Ann Budd and Ann Tierney

Support: Sebastian DeLine

Members in Attendance:

Name	Position
Carol Ann Budd	Community Co-Chair
Anne Tierney	Vice-Provost & Dean of Student Affairs, University Co-Chair
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)
Brian Frank	Associate Dean, Faculty of Engineering
Mark Green	Indigenous Faculty Member at Large
John Pierce	Vice-Provost, Teaching and Learning
Allen Doxtator	Cultural Advisor, Office of Indigenous Initiatives
Sebastian DeLine	Indigenous Graduate Student, SAGE
Laurel Claus-Johnson	Community Member, Katarowki Grandmother's Council
Deb St. Amant	ATEP Coordinator/Elder-in-Residence, Faculty of Education
Tashina Paul	ATEP Student
Misko McGregor	Deputy Commissioner, Council of Indigenous Initiatives, AMS
Rachel Agnew	Deputy Commissioner, Council of Indigenous Initiatives, AMS
Paige van Tassel	Indigenous Student Commissioner, SGPS
Wendy Phillips	Elder-in-Residence, Office of Indigenous Initiatives

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
Kim Debassige	Lecturer, Languages, Literatures & Cultures Dept.

Regrets:

Dwight Bero Jr.	Community Member, Akwesasne Mohawk Board of Education
Amanda Kilabuk	Community Member, Tungasvingat Inuit
Patti Brinklow	Community Member, Tyendinaga Mohawk Council
Jacob Calerone	American Indian Science and Engineering Society, Queen's Chapter (Q-AISES)
Kassie Hall	Queen's Native Student Alliance (QNSA)
Haley Cochrane	Office of Indigenous Initiatives
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

Patrick Deane	Principal and Vice-Chancellor
Brielle Thorson	American Indian Science and Engineering Society, Queen's Chapter (Q-AISES)
Gordon Smith	Faculty of Arts and Science
Emma Sparks	Queen's Native Student Association
James Reynolds	School of Graduate Studies

Minutes: Aboriginal Council	
Ann Tierney:	Welcomes Wendy Phillips and asked her to offer some opening words.
Wendy Phillips:	Opens the meeting.
Ann Tierney:	Asks for an introduction round. Carol Ann Budd; Jan Hill; Sebastian De Line; Lori Garnier; Kim Debassige; Paige Van Tassel; Rachel Agnew; Misko McGregor; John Pierce; Leslie Flynn; Allen Doxtator; Deb St. Amant; Tashina Paul; Cherie Metcalf; Brian Frank; Kandice Baptiste; Laurel Claus-Johnson; Wendy Phillips; Mark Green; Teri Shearer, Tom Harris; Ann Tierney; Dawn Lavell Harvard (via conference call).
Carol Ann Budd:	Adoption of the October meeting minutes. Extends congratulations to Mark Green on becoming the new Provost. Welcoming Paige, Misko, Dawn, Wendy, Kim and Tashina to the meeting as new members and guests. In the meeting package, there is the Human Rights Equity Office's report. [Reads report aloud]
Remarks from the Caucus:	
Tom Harris:	Clarifies that the word "terminated" means left, not necessarily fired [regarding the retention rate of Indigenous staff.
Carol Ann Budd:	Updates from Caucus meeting: the two discussion points were focused on Chown Hall and the building of sweat lodges. Permanent Haudenosaunee and Anishinaabe flags will be flown outside of Richardson Hall. Part way through a 5-year plan; need to have more Indigenous guest speakers; building curriculum with Indigenous ways of knowing; the concept of LLC at Chown Hall is a good concept for building community; there needs to be a balance in order to guarantee safety for the student communities in Chown Hall; students need to feel comfortable speaking up, they do not always feel that they can voice their concerns; Elbow Lake is a potential site for a sweat lodge; temporarily working with the KCHC in sharing their sweat lodge; Queen's Biological Station is a possible site for a sweat lodge; with urbanization happening we need to look ahead and be innovative in how we create and continue to hold ceremonial spaces.
Laurel Claus-Johnson:	Creating a process in place for scholarships involving Indigenous community members in Kingston. Suggests there be a selection or contingency of community members who come together with the Working Group. Community input is important to Queen's. Call a contingency to have inclusion of community feedback; requested by the community. Asking for a broader section of community representation on the Working Group. Asking the Council to review this and follow-up on what the next steps are in bringing her suggestion forward.

Ann Tierney:	The Working Group will bring suggestions to Council. Most happy to facilitate bringing information back to the community.
Laurel Claus-Jonson:	Clarifies that what she asking for is relationship building by inviting community members to participate in the process of supporting students in Kingston.
Kandice Baptiste:	Clarifies the Working Group has met only once in November 2019. Iterates that there is still time to include community feedback.
Ann Tierney:	Chief Dave Mowat of Alderville sends his regrets. Principal Patrick Deane sends his regrets. Provost Tom Harris has joined the meeting tonight. Welcomes Tom Harris.
Tom Harris:	Been in this roll for over 20 months. Reflecting on what has happened in the past 18 months. Good things have happened. We won't know for the next 20 years on the positive impact of the work being done at Queen's. Commitment to inclusion is not just in the Office of Indigenous Initiatives. Seen the re-development of Four Directions. Had a commitment to hiring, recruitment of students, new courses. Former Principal Wolfe has done a good job on reconciliation. Principal Deane has witnessed experience in South Africa on reconciliation. Welcomes Mark Green as the new Provost. TRC Task Force Report- for three years in an ongoing basis- has shifted to a permanent budget in supporting the recommendations. Courage of students and staff at Queen's who responded to Chown Hall. Extends his gratitude to all of the good Indigenous staff, faculty, students, alumni at Queen's.
Carol Ann Budd:	Asks for report from Office of Indigenous Initiatives.
Janice Hill:	One of the students met with Principal Deane and he asked her if she met Jan Hill and she had not yet heard of her or her position a Queen's; Jan has started doing lunch with the students at 4D to meet with them monthly; Further update: reported that we are planning the symposium; which was well received; jointly organized with the Kingston Indigenous Language Nest and Tsi Tyonnheht Onkwawenna; still doing work on the registration system; considerations for community members as well; website still has to be beta-tested; branding strategies; considering marketing and advertising; due to change of staffing in the Provost Office, need to reboot process for strategic plan; posting new position at Office of Indigenous Initiatives to support Jan and managerial staff; think more holistically- the need to have dedicated spaces for having smudging on campus, working with PPS and Kim Debassige on this; policy needed on requests by staff for ceremonial leave (needs to be an amendment in policy with HR and the Union on leave for when staff request Indigenous traditional ceremony); Mac-Corry Hall room E202 is the Welcome Room; phase two will be modelled as an outdoor space designed as an Anishinaabe round house; donations with Isabel Bader fund for the new space; planting new trees when landscaping is done; Knowledge Keepers identified medicine plants that PPS can plant when new builds happen; new Indigenous Advisor Research; support Indigenous researchers and researchers doing research with Indigenous communities; on classroom renewal- a space being renewed in Mac-Corry; BioSci is scheduled next summer; need to have an

	Indigenized Space Sub-Committee to advise on renovations and the building of new spaces; reporting has been extended to the Principal's Office and Principal Deane.
Tom Harris:	Reiterates how the university is developing policies in enabling positive change.
Janice Hill:	Issue: Every year there is one Faculty of Law member, a Professor who invites speakers to the Faculty of Law who are controversial public and academic figures at the Liberty Lectures (such as Jordan Peterson). This year Peter Best has been invited. Jan is concerned because this is a perpetuation of violence towards Indigenous peoples. Students are concerned this lecture is happening. It is anticipated that the audience isn't going to be large, the venue holds approx. 50 people; proposal to do something to get in front of the lecture; students are concerned that it will draw more attention to the lecturer, and would rather have a positive event that will attract a large number of students. Resources provided: https://www.queensu.ca/humanrights/initiatives/end-hate-project/controversial-speech-campus
Tom Harris:	Apologized for an oversight in approving the request submitted by this Professor in obtaining resources to host the Lecture Series. In the future, funding will not sit with one individual but rather with the department's Speaker Series. Explains that legally, if a talk does not rise to the level of hate speech, then Queen's follows this legal definition and therefore does not cancel them. University takes a position in not censoring speakers on controversial topics unless it rises to the legal definition of hate speech.
Janice Hill:	We are responding in ways the students deem best.
Rachel Agnew:	Question: What level of feeling unsafe do students have to feel on campus before something can be done? Strongly expressed that students already feel unsafe.
Tom Harris:	Will speak with the Principal tomorrow on student concerns for feeling unsafe.
Laurel Claus-Johnson:	Requests for information on the date and time of the lecture by Peter Best so that it can be shared with the community for their safety.
Misko McGregor:	Described incidents of student parties where people wore incorrect/culturally insensitive attire; one example was the Corona Virus party which included a staff member. Strongly expresses that Peter Best's book is a blatant attack on Indigenous peoples. We are a <i>distinct peoples</i> as stated within the United Nations Declaration on the Rights of Indigenous Peoples. How are Indigenous students who don't understand their positionality or feel insecure in asserting their pride as Indigenous peoples made to feel safe on this campus? Queen's is still a colonial system. If we are really serious about reconciliation then we can't allow this lecture to happen. Why are we meeting here if Indigenous students, faculty, staff are not listened to and warning the Council of support?
Kim Debassige:	Her job is to stand with students. We don't see our ancestors represented on and around campus. The 1.6% population of Indigenous students need to be listened to and their concerns be met by the university. When students tell her that they don't feel safe to smudge outside [because it is not permitted by PPS to have regular smudging in the classroom during every class or when students

	require on the spot support in the form by traditional means], she needs to take care of them. Will support Misko and Rachel and the rest of the students.
Laurel Claus-Johnson:	Queen's should see this as an opportunity to amend outdated policies so that they reflect a respect of youth, senior people, and educators, while making sure that Indigenous students feel safe. Doesn't Queen's want to be a role model in setting a forward-thinking example as a progressive university? Principal needs to hear this and make a change.
Tanisha Paul:	See merit in public lecture debates as a potential positive. But, often the invited speakers are often of European settler background and privilege. Marginalized speakers are underrepresented [and do not need to necessarily be invited in a polarized debate setting].
Allen Doxtator:	Our native people wake up every day in fear. Talked with some people this morning in an interview about his opinion of Sir John A. MacDonald. Promises were made by the Canadian government but it was always known that they were never intended to be kept. Three days after Harper apologized, he cut funding with Indigenous peoples. Now Trudeau, did the same thing as Harper or maybe even worse because what Trudeau did was make a promise of reconciliation, then brought the Trans Canada pipeline. This pipeline is breaking already and people [as well as land, air and waters] are being harmed.
Tom Harris:	Reflects back what he has heard: that all the good work that is being done at Queen's will be seen as false hope if this speaker goes forward.
Allen Doxtator:	Would be willing to sit down with this speaker Peter Best, but explains that this man will never understand what it is like to attend Indian Day School or Residential School. Explains that universities are not set up for Indigenous peoples to succeed and are rarely validated or honoured.
Deb St. Amant:	When Queen's supports lectures like those of the Liberty Lecture Series, it gives the whole university a bad name, not just that one department or that one Professor who invited a controversial speaker. When we look at the news it shows, look what Queen's did again. It ruins the entire reputation for the whole university and all the good work being done here.
Kandice Baptiste:	When we are having discussions about planning; it reflects constantly on academic freedom; in protecting free speech and balance; her students ask her and look to her to do something and yet she is in the position where she can't fix it; now this Council has heard the students and everyone at this meeting's voices. We are now witnesses, therefore we have a great responsibility to protect Indigenous students; we have all heard it and now we are responsible to do something; she is committed to protecting the students.
Cherie Metcalfe:	Regarding the review board for lectures; there is no ability to vet a speaker series; she specializes in Constitutional Law; shares that while participating in the Kairos Blanket exercise, they advised students not to go to that lecture; personally didn't want to participate in a public debate because it is a version of the 1970s White Paper therefore its not debatable; it dignifies this by holding a debate; as a Constitutional scholar she refused; that's why there are no Law School Faculty who will debate lectures like this because it is not up for debate;

	instead trying to attract guest speakers who can bring in good content; review board were not consulted in a process of vetting.
Misko McGregor:	As a Commerce student, taught to be innovative, commerce is economics; from an economics standpoint, the drop in retention rates has a financial impact on the university; Indigenous students will take their educational needs elsewhere; a number of students do not come to Queen's [because it is common knowledge that the campus lacks in numbers of Indigenous, Black, and People of Colour representation in both the student body and in overall staff].
Laurel Claus-Johnson:	Question for Cherie: Did you ask Judy ask to come and debate?
Tom Harris:	Will faithfully convey these points forward to the Principal tomorrow.
Mark Green:	Commend the students on their remarks and expression of the feelings of unsafety.
Allen Doxtator:	Shares about a University Elders gathering in November 2019. One of the things we talked about is the safety of the students; we are here for the students, staff and faculty; want to help everybody; talked about what's the use of us being here as Elders; Elders were not consulted on these lecture series' either; Elders have become tokenized we are not able to protect the students with their voices at the table is like how our ancestors couldn't protect us and had to sit back and watch us be attacked.
Tom Harris:	Promises to faithfully convey these concerns to the Principal.
Janice Hill:	Extends her thanks to Tom Harris in all that he has done in supporting us in his term as Interim Provost.
Carol Ann Budd:	Move to next agenda point: Educational awards.
Ann Tierney:	Describes a new award in a suite of Principal's Awards. Invites John Pierce to speak on this award.
John Pierce:	Award in this suite of Principal's Awards for teaching Indigenous ways of knowing, pedagogically. Five of six awards in this suite. Asking for feedback from the Council on this new award. The award acknowledges the hard work of instructors incorporating Indigenous ways of knowing in their educational content. There are no other awards featuring the teaching of Indigenous pedagogies. [No verbal feedback or questions were offered about the award. Seemed to be generally embraced by the Council who attended].
Carol Ann Budd:	Asks Wendy to close the meeting.
Wendy Phillips:	Wendy closes the meeting.