**Durham College Indigenous Advisory Circle Meeting**

**Minutes**

May 4, 2023 Zoom Meeting

3:00 - 4:00 p.m.

**Present:** Kevin Baker, Brandon Carson, Jean Choi (guest), Cassie-Jean Dillon, Michelle Evans, Claire Kearns, Tara Koski, Jennifer Martin, Mandy Nakashima, Julie Pigeon, Elaine Popp, Karli Robertson, Lucy Romao Vandepol, Angela Werner

**Regrets:** Mackenzie Bodnar, Angela Duckworth, Victoria Heard, Jeremy Kolodziej, Melanie Martin, James MacKinnon, Colleen McCullough, Christine Murphy, Gary Paulin, Leah Power, Jacob Powless, Cecile Wagar, Shirley Williams

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| 1. | **Opening Remarks and Introductions of Guests*** Cassie-Jean provided a Land Acknowledgement
* Tara welcomed Jennifer Martin and Amanda Banning to the Circle
 | Tara Koski |
| 2. | **Elder Shirley Williams Opening Prayer*** Elder Shirley was not able to attend the meeting
 | Elder Shirley Williams |
| 3. | **First Peoples Indigenous Centre**1. Employee Positions
	* Julie commented on her concerns over the way the proposed position changes in the First Peoples Indigenous Centre and the Centre for Teaching and Learning were presented
	* Amanda added her sentiments regarding the challenging workload, the potential loss of support and relevant pay scale issues
	* Cassie-Jean added that front-line student service is of great importance as well as listening to the Advisory Circle in order to move forward
	* Tara explained the current financial constraints within the Indigenous Student Success Fund (ISSF) and explained that the funding for the Curriculum Specialist position was an institution commitment outside of this funding
	* Michelle spoke about the layers of support needed for Indigenous students and commented that the top decision-makers need to be committed to making changes
	* Michelle said it would have been preferable to have the budget amount presented to the Circle in advance so they could advise on the best way to allocate the funds; it was not clear that the Director role presented would eliminate a student-facing role
	* Tara explained that Durham College has asked to increase the ISSF grant amount on several occasions
	* Brandon Carson asked for clarification as to what each position in FPIC would be responsible for
	* Tara clarified that the person in the Director role would still meet with students as do other Directors within the Student Affairs portfolio
	* Tara suggested the Director would also have a decision-making capacity and assist with Indigenization of the campus; some of the contact points from the Student Success Coordinator position to the Indigenous Curriculum Specialist position to alleviate workload
	* Jean Choi said they were pleased to receive approval for a full-time position as they have leaned heavily on Amanda and Julie in the past; Jean also commented they were not at liberty to disclose information on the approval of the position at the time of the \_\_\_\_ meeting of the Circle as the budget had not been finalized
	* Hiring and Indigenous Curriculum Specialist was one of the objectives brought forward by the Circle to the Indigenization Council
	* Roxanne commented on her disappointment regarding the Indigenization Council Working Groups lack of ability to affect change
	* Tara reviewed how the initial planning activities of the Circle have been woven into the Indigenization Council objectives document (Hyperlink) discussed at the previous meeting
	* Roxanne wanted to ensure the Advisory Circle is consulted in the FPIC staff hiring process
	* Karli said she thinks it’s important to listen to the voices of the people that previously worked in the FPIC
	* Claire said everyone wants the best for the community; DC needs to find a way to provide greater funding support to ensure the growing number of Indigenous students are retainedy
	* Tara explained that the ISSF funding amount has not increased in ten years; institutional monetary commitment has had to make up the difference to support both the elevation of the Director role and the Curriculum Specialist position
	* Cassie commented on the fact that Indigenous youth are one of the fasting growing cohorts in Canada and that she is working with the Alumni Association to provide more funding to the FPIC
	* Jennifer asked for clarification as to whether the ISSF budget is shared with the Advisory Circle; Tara clarified that the information is provided to the Circle and that a majority of the funding is utilized by employee salaries
	* Julie said it is important to note that the ISSF funding was never meant to go on forever and that Durham College needs to provide more funding in order to grow the Indigenous department
	* Michelle asked whether the recommendation of the Advisory Circle to hire for a Director and two support staff positions could be brought forward to a decision-making group or if there was another mechanism to do so
	* Group consensus on the need for two support staff positions and a leadership/ administrative role
	* **Tara agreed to bring the request from the Advisory Circle forward for consideration by the Durham College Leadership Team (DCLT)**
	* Michelle cautioned that Indigenous identity is often difficult to determine during the hiring process
	* Tara will ask for assistance with the hiring process from the Advisory Circle to assist with potential issues in this domain
	* Julie reminded the group that the two support staff in FPIC were paid less than other coaches in Student Affairs but were required to hold two sets of knowledge
	* Julie recommended creating a new and fresh space, lean into the conversations that are taking place at the moment and the needs of the community
2. Consultant Update
	* Tara explained to the Circle that she had made contact with Kylie Fox Peltier after the Circle made the recommendation at the last meeting
	* Michelle clarified she recommended Kyle Fox Peltier because of her expertise in policy and said she would be able to assist but not replace the Advisory Circle for the hiring process
	* Roxanne suggested that Kylie work with the Advisory Circle on what they thought would be appropriate
	* Michelle said Kylie helped with the new Indigenous position at the City of Oshawa and could assist with policy language
	* Julie said there was a tremendous amount of initial success but that Durham College has some work to do in repairing the relationships in order to create a safe space for employees
	* Group consensus for Tara to bring the concerns of the Advisory Circle forward to leadership and come back with suggestions
	* Brandon asked whether Advisory Circle members would be able to sit on the hiring committee: Angela confirmed they have sat on past hiring panels for FPIC hiring
	* Amanda spoke about her concerns having suffered micro- aggressions and trauma in the FPIC space that it would be important to work to create a safe working environment
	* Group discussion on how to ensure FPIC can move forward in a positive way
	* **Tara will engage with Kylie Fox-Peltier to assist with the policy language of the FPIC position postings**
 | All |
| 5. | External Co-Chair* + Amanda volunteered to be the new external co-chair of the Advisory Circle
	+ Cassie-Jean seconded the nomination
	+ Group consensus of remaining members that Amanda become External Co-Chair
 | All |
| 6. | **Upcoming Events*** There was insufficient time to discuss upcoming events
 | Tara Koski |
| 8. | **Closing Prayer*** Elder Shirley was not able to attend the meeting
 | Elder Shirley |
| 10. | **Action Items*** **Tara will Tara agreed to bring the request from the Advisory Circle forward for consideration by the Durham College Leadership Team (DCLT)**
* **Tara will engage with Kylie Fox-Peltier to assist with the policy language of the FPIC position postings**
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