

### 1. Hire an Indigenous Lead

Action	Resources	Timeline
Identify resources for commitment	Michelle McNeil, George MacLean	January 2018
Develop job description and send to HR for salary administration	Search committee	March 2018
Recruitment & Selection	Search committee	April - May 2018

### 2. Establish an Indigenous Advisory Council

Action	Resources	Timeline
Develop draft terms of reference, high-level goals, and communications related to asking for participation	David Perley, George MacLean, TRC Task Force	February 2018
Develop a list of potential members	David Perley, George MacLean, Task Force	March 2018
Invite participation	Eddy Campbell, Imelda Perley	April 2018
Establish resources needed to support the Advisory Council	Michelle McNeil, George MacLean	May 2018
First meeting scheduled	David Perley, Michelle McNeil, George MacLean, Indigenous Lead	June 2018

**The following priorities have been identified and work will continue on them this year; however, detailed plans will be developed upon meeting with the advisory council and hiring an Indigenous Lead.**

### 3. Physical Space

Currently, there is very little acknowledgment (on either campus) that we sit on traditional Wolastoqey territory. We are currently working on outdoor public art installation which will be a good step; however, there is much more to be done. In the short term, finding ways to display Indigenous art work throughout both of our campuses will be a priority. In the medium term, we will work toward considering Indigenous culture, beliefs, and language on our signage on campus. In the longer term, we will work toward creating a permanent physical space. While the details need time to take shape, the idea would be a visible, high-traffic area to serve as a welcome centre and programming space for Indigenous community members. UNB staff have seen such spaces on other campuses and are excited about the possibilities for creating such space at UNB.

### 4. Expand Indigenous content in curriculum and research activities

We will work to incorporate an Indigenous lens in all academic planning and strategic planning initiatives. We will also support the initiatives coming from our faculties (e.g., FOREM proposal and proposal for Indigenous minor). One of the areas of responsibility for an Indigenous lead will be to build on this momentum potentially by establishing an interdisciplinary Indigenous Major and by working with faculty to expand the concept of the Indigenous Nursing Program or the programming in Renaissance College to other faculties. We will also address issues around research ethics and best practices with regards to Indigenous research activities.



**5. Recruitment of staff, faculty and students**

Work will be done to enhance our efforts in recruiting Indigenous students. All of the other priorities we have identified will contribute to the success of our recruitment efforts, thus, it is expected that this area will evolve over time as we do a better job of creating a welcoming learning environment in which our Indigenous students can succeed. It is expected that once an Indigenous lead is in place, they can serve as an advisor to the recruitment team and help to develop which numbers we will use as a benchmark to measure our success in this area. In order to act on the items in this plan and to best respond to the needs of Indigenous students, we will also work with the Human Resources team, hiring managers, and the Office of Human Rights and Positive Environment to intentionally recruit and employ more indigenous faculty and staff.

**6. Access – how do we remove barriers?**

We will pay specific attention to identifying barriers to access for prospective students from First Nations communities so that we may begin removing those barriers. We will gain a deeper understanding of the barriers through increased touch points with high school students from First Nations communities such as enhanced recruitment efforts and the pilot program through MWC aimed at high school students. We can enhance this knowledge by speaking with current Indigenous students about their experience in choosing to attend UNB. We will develop a plan based on what we hear from the communities and students as well as learning about the work happening at other Universities. This includes attending the Bridging Reconciliation Forum in November.

**7. Indigenous Student Advising**

For the 2017-2018 academic year, we will be launching a pilot program (funded by PETL's access and success program) called "Culturally Responsive Academic Advising". This program will contribute to improved understanding of how best to advise our Indigenous students. This will continue to be an area where we work to improve.

**8. Experiential Education**

Universities in New Brunswick are working with provincial government and the business community to enhance experiential education for all of our students. As this initiative moves forward we will pay close attention to Indigenous students and First Nations communities. We will work to ensure that experiential education is accessible and promoted to Indigenous students, creating valuable experiences to help them prepare for future opportunities. Similarly, we will work to create experiential learning opportunities in First Nations communities for all of our students.

**9. Emerging Indigenous Leaders Program**

Under the guidance of an advisory council and Indigenous lead, we will work toward building an emerging leaders program for young leaders and potential leaders from First Nations communities.

**10. Mi'kmaq-Wolastoqey Centre to become University-wide centre**

Acknowledging the potential impact of the work of MWC in all of the items in this action plan and our interest in making this work a priority for the entire university, we will work toward the next iteration of the MWC.

