

# **Terms of Reference**

## **Humber College**

### **Indigenous Education Advisory Council**

#### **Preamble**

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the “Place of the Alders” in Michi Saagiig language, the region is uniquely situated along Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe/Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

#### **Profile**

Guided by the recommendations of the Truth and Reconciliation Commission Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples, the Ontario Human Rights Commission, and Colleges and Institutes Canada Indigenous Education Protocol, the Indigenous Education Council (IEC) maintains collective responsibility to provide cultural and educational expertise and strategic direction. The IEC reports directly to the Vice President, Students and Institutional Planning, and through the Vice President, to the College’s President & Board of Governors. The IEC also works closely with the Indigenous Education and Engagement (IE&E) team to address the needs of both prospective and current students.

#### **Vision and Values**

Inspired by the values outlined in Humber College’s 2018-2023 Strategic Plan, the IEC strives to uphold the following values:

**Courage:** We are bold in our approach to leadership, striving toward excellence in teaching, research, student support, and administration of Indigenous post-secondary education.

**Innovation:** We support innovation and are guided by the principles of social justice, self-governance, environmental sustainability, cultural resurgence, and strong economies for Indigenous peoples.

**Equity:** We work together as a collective community to build partnerships that increase educational equality through accessible and inclusive learning environments that empower Indigenous learners to achieve their full potential, body, mind, heart, spirit.

**Health & Well-being:** We recognize and support Indigenous students, staff, faculty, and administrators' personal, cultural, and community identities, and value the inherent responsibilities that accompany Indigeneity.

**Sustainability:** We preserve our collective futures, working collaboratively to build mutually beneficial and reciprocal relationships with Indigenous communities both within and outside the College, as the foundation from which multigenerational growth and development can occur.

## **Purpose**

The IEC provides strategic-level advice to the college on institutional (academic and administrative) policies, practices, procedures, and programs to ensure they are responsive to the needs of Indigenous learners, families, and communities. The IEC works collaboratively to address the needs of both Indigenous learners and communities by providing strategic direction in support of Indigenous student success, academically, socially, and culturally.

## **Mandate**

The mandate of the IEC is guided by the commitments set out by the Indigenous Education Protocol. The IEC will support Humber to meet these commitments in the following ways:

### **1. “Commit to making Indigenous Education a priority”<sup>1</sup>**

College faculty, staff and students will work collaboratively with Indigenous learners, families, and communities to identify and articulate priorities for, and to make recommendations on, the development of new programs, training, and services that meet the existing and future needs of Indigenous communities.

### **2. “Ensure governance structures recognize and respect Indigenous Peoples”**

The IEC will nurture and support the distinct relationship between Humber College and Indigenous communities at large. The IEC will act as a resource for the nomination/appointment of representatives from the Indigenous community to the Humber College Board of Governors.

### **3. “Implement intellectual and cultural traditions of Indigenous peoples through curriculum and learning approaches relevant to learners and communities”**

The IEC will provide guidance that will help to improve the effectiveness and adequacy of the programs and services of Humber College as they relate to current and future Indigenous students.

### **4. “Support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples”**

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<sup>1</sup> Each of the commitments outlined are drawn from the Indigenous Education Protocol, for more information see Colleges and Institutes Canada, [Indigenous Education Protocol](#).

The IEC will act as an Advisory Committee for the development of Indigenous Education Programs and Services for Indigenous current and prospective Indigenous students, to be implemented and delivered by or on behalf of Humber College, in order to ensure the campus continues to be a safe and welcoming environment;

5. **“Commit to increasing the number of Indigenous employees with ongoing appointments throughout the institution, including Indigenous senior administrators”**

The IEC will build a network and relationship between Indigenous communities and Humber that will help the College to attract potential Indigenous candidates for positions at Humber to which they may be suited, and to provide recommendations related to Education and Training that will aid in the retention of Indigenous employees.

6. **“Establish Indigenous-centered holistic services and learning environments for learner success”**

The IEC will continue to vision and guide the development of strategies that address general and specific Indigenous post-secondary education and training programs and services that will: encourage continuing Indigenous students’ participation, enhance completion rates of Indigenous students at the College and promote pathways for Indigenous knowledge and services to Indigenous learners, staff, teachers and non-Indigenous students.

7. **“Building relationships and be accountable to Indigenous communities in support of self-determination through education, training and applied research”**

Grounded in strong partnerships with regional Indigenous communities and organizations, our mandate is to support Indigenous self determination through initiatives that are socially, culturally, and linguistically sustainable and relevant to Indigenous learners, families, and communities.

## **The Indigenous Education Council Structure**

The Indigenous Education Council will be composed of internal and external representation, community members and alumni/student voices. The term of appointment will be three (3) years with an additional three-year term renewal on mutual agreement.

- The IEC will maintain two Co-Chairs, both institutional
- IEC membership will be appointed by Council.
- Each member must demonstrate their commitment through regular attendance.
- Council shall meet once during each term (Fall, Winter, Summer)
- Quorum shall constitute at least Six Council members.
- Members of Council will include:
  1. Vice President, Student & Institutional Planning
  2. Vice President, Human Resources or his/her designate

3. Senior Vice President, Academic or his/her designate
4. Dean of Students, Student Success & Engagement or his/her designate
5. Dean, Indigenous Education & Engagement
6. Associate Dean, Indigenous Education Innovation
7. 4 Knowledge Keepers/Indigenous Community Members
8. 2 Indigenous staff
9. 1 rotating current student/alumni

## **CONSENSUS**

Decisions will be made by building consensus. In exceptional circumstances, if consensus cannot be attained, decisions will be made by a majority vote. All members of the IEC shall have a single vote.

## **REVIEW OF TERMS OF REFERENCE**

These terms of reference will be reviewed at each annual visioning, and changes will be made as deemed appropriate by the members of the IEC.

## **CONFLICT OF INTEREST**

Council members will act with honesty, in good faith, and in the best interest of the Indigenous Education Council. If a conflict of interest arises, the member will declare the conflict in advance of the meeting/action or as soon as reasonably possible and remove him/herself from all proceedings related to the conflict.