

<b>Members</b>	Tammy Webster	Christina Restoule	Sana Banu	John Tibbits
	Brandi Bilodeau	Shawn Brake	Trish Weigel-Green	
<b>Regrets</b>	Luane Roberts (Chair), Jennifer Parkinson, Roxane Shawana, Nicole Robinson, Tauni Tanooki, Lois MacDonald, Shawna Powell-Guerard			
<b>Guests</b>	Tim Fricker, Patty McColl			
<b>Secretary</b>	Lindsay Golds			

ITEM #	AGENDA	ACTION
1.	<p>Welcome (Trish)</p> <ul style="list-style-type: none"> <li>Trish welcomed the committee and chaired the meeting in Luane's absence. Moved on to update on campus spaces as the first item.</li> </ul>	
2.	<p>Any additional items (Trish)</p> <ul style="list-style-type: none"> <li>None brought forward</li> </ul>	
3.	<p>College Information Sharing</p> <p><b>National Day for Truth &amp; Reconciliation (C. Restoule, L. Golds)</b></p> <p>Christina shared:</p> <ul style="list-style-type: none"> <li>Events are open to everyone</li> <li>We hold the event the day before so that our staff students etc can honor that day within their own communities</li> <li>From Indigenous Services perspective the effort that College put forth into this event was very refreshing.</li> <li>They are impactful events – it sends a positive message about our commitment when it is a College wide event organized by multiple areas of the College</li> <li>Lindsay shared:</li> <li>We had a great turnout; faculty engaged their students in the sacred fire</li> <li>We will engage a faculty representative on the committee next year</li> </ul> <p><b>Employee Recruitment Update and Request for Participation (T. Weigel Green, S. Brake)</b></p> <ul style="list-style-type: none"> <li>2 FT Indigenous Faculty</li> <li>Zandra was hired in May</li> <li>Katharine was hired in August</li> <li>2 more postings, challenging for several reasons. Looking into nontraditional ways for recruitment. We need the right fit. Looking for a Winter and Spring start.</li> <li>We have been using BIPOC recruiters for Manager Indigenous Services as well as Shawns positions, looking for someone by the end of the year for Indigenous Services.</li> </ul>	

	<ul style="list-style-type: none"> <li>• We have re-written and re-pay banded the coordinator positions</li> <li>• We are looking for participation of our community partners to assist with recruitment</li> <li>• Christina emphasized that recruiting the right Indigenous people is so important to the work, and that having the assistance of the recruitment agency can be valuable for all Indigenous positions</li> </ul> <p><b>Campus Spaces (T. Weigel Green)</b></p> <ul style="list-style-type: none"> <li>• Dedicated spaces at Doon and Waterloo campus staffed by Indigenous Services Coordinators</li> <li>• Access to Indigenous Garden at Doon Campus</li> <li>• Outdoor space in development at Guelph and Waterloo</li> <li>• 30-40 Indigenous Students at the College in Trades</li> </ul>	
4.	<p>IRC Items for Advisement</p> <p><b>Indigenous Plan (T. Weigel Green)</b></p> <ul style="list-style-type: none"> <li>• Trish went over the timeline for the Indigenous Plan</li> <li>• IRC will be one of our main groups that we will be going to for advisement</li> <li>• Christina suggested that we go through the BIPOC recruiting company to consult on the hires – to manage vetting issues – for the consultant as well</li> </ul> <p><b>Council Terms of Reference (T. Weigel Green)</b></p> <ul style="list-style-type: none"> <li>• DRAFT shared for feedback prior to next meeting</li> <li>• Trish will send out the draft to the council for comments</li> </ul> <p><b>Counsellor Role (T. Fricker, P. McColl)</b></p> <ul style="list-style-type: none"> <li>• Patty discussed what the role of the counsellor should be</li> <li>• Psychotherapy or a mental health navigator</li> <li>• There is a challenge of finding the right person</li> <li>• We are restricted by the faculty bargaining unit, meaning education component cannot change</li> <li>• If we go towards a support staff position, we can be more flexible with education – and look for someone that could be more of a navigator, more traditional knowledge holders?</li> <li>• President Tibbits suggested that we explore an admin position instead that could add as a broker for these resources.</li> <li>• Suggest that we do something out of the box to make this work</li> <li>• Tammy suggested; we are overextended in KW in terms of resources, Tammy offered to discuss this position with Patty about who the right person is.</li> <li>• Christina discussed that there is a gap in resources internally and externally with the resources that exist, does see the need to</li> </ul>	<p>Tammy and Patty to have a follow up conversation about the resources that do exist and what this position might look like.</p>

	<p>have a FT role for the students. This would make a tremendous impact.</p> <ul style="list-style-type: none"> <li>We will regroup with this feedback and bring some others in to come up with a solution</li> </ul>	
5.	<p><b>Upcoming Meetings</b></p> <p>Request for input on meeting frequency (T. Weigel Green)</p> <ul style="list-style-type: none"> <li>Doodle poll for our next meeting, perhaps in person meeting</li> </ul>	Lindsay will send out a Doodle Poll requesting availability for meeting
6.	<p>Adjournment (T. Weigel Green)</p> <ul style="list-style-type: none"> <li>Trish adjourned the meeting at 9:52</li> <li>We will send this agenda/meeting ahead of time for time to review and put thoughts together</li> </ul>	We will send out agenda ahead of time for time to review and allow more time to put thoughts together