

Decolonization Progress Report

	Complete
	On-Track
	Delayed
	Incomplete

Policy Review Recommendations

Policy Review Recommendations		Status	Key Progress Indicators	May 2022 Update
1.	Create a Decolonization Committee comprised of representatives of all college sectors. It must include Indigenous participants. The Committee should drive the College's decolonization and anti-racism agenda. It would be responsible for creative ideas and solutions to create, maintain, and sustain a healthy work and learning environment and establish mutually healthy and respectful relationships amongst Indigenous and non-Indigenous groups.		<ul style="list-style-type: none"> Decolonization Committee formed in January 2020 The Committee reviewed and examined the DiversiPro recommendations and formed its own recommendations for implementation Decolonization Report published in June 2021 	<ul style="list-style-type: none"> Complete Ongoing discussion with the Negahneewin Education Circle regarding updates to this report card and other ongoing initiatives
2.	Design a curriculum for ongoing training for all faculty and staff that seeks to challenge and change the race ideology/dialogue and to create understanding and awareness of bias, inclusion and equity at Confederation College.		<ul style="list-style-type: none"> 4 Seasons of Reconciliation mandatory training modules developed and implemented for all employees Strategies being developed to increase part-time employee completion rates of 4 Seasons training Ad hoc training offered to all employees re: privilege, microaggressions, implicit bias, and administration of Anti-Racism Policy and DEI Lens Second mandatory training package to be implemented beginning September 2021 Ongoing training re: Indigenous Learning Outcomes (ILOs) offered to all faculty 	<ul style="list-style-type: none"> 4 Seasons of Reconciliation training stats <ul style="list-style-type: none"> 90% full time complete 34% part time complete 22% casual complete Exploring Anti-Racism training stats <ul style="list-style-type: none"> 49% full time complete Pilot sessions for full day in person Indigenous Cultural Awareness scheduled for May 17 and 18, 2022 ILO training ongoing as a part of the program renewal process and with ad-hoc sessions Negahneewin Research Centre has delivered "The Packsack" training to full and part time faculty based on the HEQCO research model.

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3.	Launch the Diversity, Equity and Indigenous (DEI) Lens and prepare and policy and protocol on usage of the new DEI Lens.		<ul style="list-style-type: none"> • DEI Lens launched in January 2020 • Training on using the DEI Lens developed and delivered to employees beginning April 2021 • Report Card to track progress of DEI Lens implementation developed July 2021 	<ul style="list-style-type: none"> • Policy Framework template developed and finalized • Annual training for managers scheduled for Managers meeting on May 5, 2022
4.	Develop a webpage that will house the Lens and other human rights program materials.		<ul style="list-style-type: none"> • Webpage launched January 2020 • Webpage updates ongoing 	<ul style="list-style-type: none"> • Webpage to be rebranded with the new Website • Equity, Human Rights & Student Appeals Advisor to champion
5.	Revise the Vision, Mission and Goals statements, to be launched when the College President announces the new strategic direction on decolonization and human rights.		<ul style="list-style-type: none"> • 2020-25 Strategic Plan, Kaa-anokaatekin, emphasizes Indigenous education and decolonization and includes goals of embedding Indigenous knowledges, cultures and languages into the College environment through creation of respectful and affirming spaces for Indigenous students, families and communities on campus • Updated signage has been designed and is being installed at all entrances 	<ul style="list-style-type: none"> • Complete • New initiative to ensure that employees understand the Negahneewin Vision using the Mino Wijiwidowin (Good Relations) Model • Model to be announced at Confederation/Negahneewin Day • Policy and procedures on Indigenous Naming has been developed and approved
6.	Create a new decolonization (anti-racism) policy to explain the current focus on these issues.		<ul style="list-style-type: none"> • Policy to Address Anti-Indigenous and Other Forms of Racism developed and implemented December 2019 	<ul style="list-style-type: none"> • Complete - Policy recently renewed and is reviewed annually
7.	Collect demographic data on employees in accordance with the Regulatory Framework – Data Standards for the Identification and Monitoring of Systemic Racism.		<ul style="list-style-type: none"> • The College is committed to hiring more Indigenous employees through implementation of Mino Wijiwidowin (Good Relations) Model • Voluntary self-ID process for all employees and applicants being developed in accordance with Regulatory Framework – Data Standards for Identification and Monitoring of Systemic Racism • Comprehensive communications plan re: the self-ID process to be developed in consultation with Negahneewin Council to address employee concerns 	<ul style="list-style-type: none"> • Discussions continuing with the Negahneewin Education Circle regarding methods to collect demographic data for employees on a voluntary basis • We are developing a process by which to collect demographic data during the recruitment process using our applicant tracking system on a voluntary basis – this will be implemented fully in fall 2022.
8.	Create a social media policy and link it with inappropriate use of College IT resources and Student and/or Staff Codes of Conduct.		<ul style="list-style-type: none"> • Social Media Policy to be developed and linked to existing College policies 	<ul style="list-style-type: none"> • Policy research in progress • An initial draft is in development and will be finalized prior to September 2022

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9.	Develop a policy on Indigenous Students in Distress/Suicide Deterrence.		<ul style="list-style-type: none"> Practice and toolkit to be developed for employees to reference when dealing with students in distress 	<ul style="list-style-type: none"> Toolkit developed and implemented These particular issues are a priority in the context of overall mental health services that will be informed by trauma exposure- specifically intergenerational trauma and most appropriate response based on collective practices in line with reconciliation. Work will continue based on the changing landscape of mental health needs and response patterns
10.	Create a separate policy on respect and link it with the various codes of conduct that already exist.		<ul style="list-style-type: none"> Discussions have commenced with SUCCI re: evolving the existing “it’s about respect.” initiative to include an Indigenous focus via the DEI Lens Work to develop the “I See Me” initiative underway 	<ul style="list-style-type: none"> I see me initiative developed in 2021 but the launch was delayed Work to update and submit for approval underway
11.	Create a new Diversity and Inclusion Policy (or include under the revised Human Resources Hiring and Promotion Policy) that focuses on hiring processes that support the demographics of the student clientele being served by the College.		<ul style="list-style-type: none"> Recruitment and Appointments Policy has been reviewed via the DEI Lens Procedure and practice to be reviewed using DEI Lens Training on updated policy, procedure and practice to be delivered to all managers 	<ul style="list-style-type: none"> The updated policy has moved into the consultation process and will be discussed at the with various stakeholders including Negahneewin Education Circle
12.	Revise the Human Rights and Anti-Harassment Policy.		<ul style="list-style-type: none"> Human Rights and Anti-Harassment Policy has been reviewed and revised Consultation process to be engaged per the new Policy Development Framework Training on updated policy to be developed 	<ul style="list-style-type: none"> Work to continue when the Equity, Human Rights & Student Appeals Advisor is hired

Practice Review Recommendations

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1.	Implement structured opportunities for dialogue, on a regular basis, on difficult topics, such as racism, anti-Indigenous racism and inclusion, among members of the College community.		<ul style="list-style-type: none"> • Offices of the Equity and Human Rights Advisor and Ombudsperson to be relocated away from Administration offices in Fall 2021; this space can be used for one-to-one discussions with employees and students – structure of the Offices of Equity and Ombuds under review • Process for implementing structured opportunities for dialogue to be developed as part of ILO training • Training to be developed for faculty to learn about culturally safe team-building activities to use in classroom • Training on racial bias to be developed and delivered to all employees, including third-party vendors 	<ul style="list-style-type: none"> • Positions of Ombuds and EDI combined into a new Equity, Human Rights & Student Appeals Advisor position • Position has been added to Full time complement and a recruitment is underway • New office location in main entrance of College beside the Hub adjacent to Student Commons area • Training in process and new training being piloted to be provided by Indigenous facilitators/trainers
2.	Clearly articulate expectations of staff, students and faculty in achieving the College's mission of creating a learning and working environment that acknowledges the rich history of Indigenous peoples and holds individuals accountable for upholding these values.		<ul style="list-style-type: none"> • 2020-25 Strategic Plan, Kaa-anokaatekin, clearly outlines expectations of all employees through renewed mission, vision and values • Equity and Human Rights Advisor position established and filled – model for position is currently under review • Performance review process to be refreshed to incorporate DEI Lens and commitment to implementing ILOs 	<ul style="list-style-type: none"> • New initiative to ensure that employees understand the Negahneewin Vision to be part of onboarding and Confederation Day • Policy and procedures on Indigenous Naming is in developed and approved
3.	Clearly articulate expectations of third-party vendors, including requirements for hiring and recruiting Indigenous candidates as part of contractual agreements; training re: unconscious bias and Indigenous history for all employees; and Indigenous commitments in all contracts and agreements.		<ul style="list-style-type: none"> • Organizational Effectiveness is working with Finance to ensure that all agreements are reflective of the College's renewed mission, vision and values 	<ul style="list-style-type: none"> • Complete • An audit process is being developed and regular reports will be made to Negahneewin Council

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4.	Review the level of inclusiveness in SUCCI as it relates to Indigenous students and its impact on the College's overall mission and mandate to serve the needs of Indigenous students.		<ul style="list-style-type: none"> SUCCI is a student-led organization and a legal entity separate from Confederation College This recommendation was provided to SUCCI for its review and consideration 	<ul style="list-style-type: none"> Complete The College continues to work collaboratively with SUCCI and OASA to meet the needs of students
5. & 6.	Enhance training of security guards to include Indigenous history, unconscious bias and intercultural competence. Put a process in place to hire security guards who self-identify as Indigenous. Collect and monitor data regarding interactions between security personnel and Indigenous peoples.		<ul style="list-style-type: none"> Director, Public Safety provides training on a regular basis to security personnel re: Indigenous history, unconscious bias and intercultural competence Public Safety is working with other large public sector organizations to develop an outreach strategy to develop a positive environment with all students, particularly Indigenous and international students, to change the perception of the security office A Request for Proposal (RFP) process will begin in 2021 to put a process in place to hire more security personnel who self-identify as Indigenous The security office has a longstanding practice of recording all interactions with all individuals at the College and submitting incident reports The College will develop a robust database to record all security interactions to provide statistical reports 	<ul style="list-style-type: none"> Language added to Safety Net Contract to hire more Indigenous security guards wherever possible at our site Working with Safety Net to develop a training matrix for security guards in topics related to equity and diversity New guards are being assigned to complete the 4 Seasons of Reconciliation with the turnover of security contract – existing guards had all completed the training Work ongoing to re-brand security to be a non-threatening service including: <ul style="list-style-type: none"> Making changes to the uniform to look more approachable (pending approval of regulatory agency) Private interview space incorporated into Student Success to provide a “safe space” for interviews with students as necessary regarding complaints Public Safety continues to work closely with Student Services in the provision of service to student Incident reports are compiled on a daily and monthly basis – an electronic database is under development
7.	Establish a more formal complaints process in all ancillary operations to better identify effectiveness of practices and to hold employees accountable.		<ul style="list-style-type: none"> Complaints process has been developed and clarified in the Policy to Address Anti-Indigenous and Other Forms of Racism This process will be used within ancillary operations in the same manner as within the College 	<ul style="list-style-type: none"> Where complaints are related to our Policy to Address Anti-Indigenous and Other Forms of Racism a parallel investigation process is implemented There have been no such complaints during the 2021-2022 academic year

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8.	The Ombuds Office should develop a closer working relationship with Negahneewin Student Services, Negahneewin Research Centre and Oshki Anishnawbeg Student Association (OASA) through a targeted outreach initiative to Indigenous students about its services and include appropriate tracking and monitoring of outcomes.		<ul style="list-style-type: none"> The Ombuds Advisory Committee has received the Decolonization Report recommendations 	<ul style="list-style-type: none"> New Equity, Human Rights & Student Appeals Advisor position has been created and recruitment is underway Office will be located in the main entrance of the College and in close proximity to student services Once the position is filled the advisor will work closely with SUCCI/OASA and Student Services to engage in outreach initiatives
9.	Consult Indigenous students re: how they are engaging with the College using individual and group interviews and an annual survey to assist the College in measuring its progress in reducing systemic racism. Design and deploy this consultation with the help of Indigenous elders and others in the College – notably Negahneewin Research Centre (NRC) – with deep knowledge and experience with Indigenous communities.		<ul style="list-style-type: none"> Students were a part of the Decolonization Committee Research has been completed to collect Indigenous student feedback based on their experience with the decolonization committee Culturally appropriate strategies to consult with Indigenous students to be developed and implemented Consultation with NC and NRC also to take place 	<ul style="list-style-type: none"> Indigenous Student Navigators meet regularly with students to address concerns within the College at a foundational level Regular data collection processes using QR codes, dedicated data collection stations, and/or paper-based questionnaires to collect data to determine the climate for Indigenous students are under development in consultation with OASA for implementation in the Fall 2022 semester NRC, Institutional Research and Student Success working to develop annual focus groups through OASA to develop student feedback – discussion will be tailored to address themes gathered using the regular, ongoing process – invitations to participate to come from Indigenous Student Navigators and through the student portal
10.	Clearly communicate to the entire College community re: the College's strategy to amplify its decolonization efforts.		<ul style="list-style-type: none"> Branded marketing materials re: the Decolonization Report developed Large communications push re: the Decolonization Report took place both internally and externally Materials related to decolonization efforts posted to Human Rights webpage and to College's social media channels 	<ul style="list-style-type: none"> Complete and ongoing

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11.	Review job and salary evaluation practices to ensure they are not overly reliant on formal education compared to other ways of acquiring necessary skills that may be disadvantaging Indigenous candidates. Consider lived experiences and equivalencies as a component of the job evaluation process.		<ul style="list-style-type: none"> Existing policies, procedures and practices re: job and salary evaluation are being reviewed using the DEI Lens 	<ul style="list-style-type: none"> We have expanded how and where we post positions and added language to postings We have adjusted our hiring criteria to include “an equivalent combination of education and experience” to take into account lived experience We have added a Diversity, Equity and Inclusion statement on our employee recruitment website and statements on individual postings encouraging applicants from Indigenous applicants Other processes remain review – will work to get feedback from NC and NEC as the documents are finalized
12.	As part of ongoing learning and development of all employees, include staff development re: decolonization and equity using a valid psychometric tool to assess how individuals are bridging cultural differences.		<ul style="list-style-type: none"> This recommendation will be further researched A number of concerns have been raised about the appropriateness of this recommendation 	<ul style="list-style-type: none"> We will not implement this recommendation