

CANADORE COLLEGE
CORPORATE POLICY MANUAL

TITLE: **Indigenous Education and Training**

EFFECTIVE DATE: **November 19, 2024**

1. SCOPE

1.1 Authority

This policy is issued under the authority of the Board of Governors.

1.2 Application

This policy applies to all employees, volunteers, students and people who engage with The Canadore College of Applied Arts and Technology (“the College” or “Canadore”).

2. PURPOSE AND PRINCIPLES

2.1 Background

Canadore respects and recognizes that Indigenous people include First Nation, Métis, and Inuit people, encompassing distinct cultural, linguistic and historical perspectives. The College is committed to making every effort to support Indigenous people, organizations, communities and Nations in attaining their education and training objectives. Canadore believes that Indigenous education will improve the lives of learners and all communities while serving as a catalyst in removing barriers to employment, self-determination, community, and economic development.

2.2 Purpose and Principles

Canadore maintains an active commitment to working with and supporting Indigenous people in the development and delivery of education and training options that are identified by them as meeting the needs of their community members. This approach to community-led education is foundational to the efforts of the College and will guide our words, actions and outcomes.

This policy will be used by the College to develop and enhance mutually beneficial relationships based on the following principles.

Canadore will:

- make Indigenous education a deliberate activity as part of our Strategic Plan;
- recognize and respect the cultural distinctiveness of First Nation, Métis, and Inuit people;

- continually work to understand, address and implement the specific education and training priorities of each Indigenous education partner;
- recognize and respect the self-governance aspirations of each of its Indigenous education partners and support self-determination through education, training and applied research;
- establish and maintain Indigenous-centered holistic services and learning environments for learner success;
- maintain direct, ongoing and effective lines of communication and consultation with First Nations, Métis, and Inuit communities and organizations;
- develop accountability measures and plans to ensure appropriate disbursement of resources allocated to Indigenous education;
- develop strategic alliances with Indigenous training facilities and institutes;
- support students and employees in increasing their understanding among Indigenous and non-Indigenous peoples;
- work towards the adoption of additional intellectual and cultural traditions and practices of Indigenous people into academic programs, support services, and business practices; and
- maintain stand-alone policies and procedures regarding conducting research with Indigenous people, communities and nations.

3. ROLES AND RESPONSIBILITIES

3.1 Board of Governors

The Board of Governors is responsible for the initial approval of the policy and subsequent amendments.

3.2 President

The President is responsible for the overall management and operation of the College. The President will ensure the policy is implemented and that compliance is monitored.

4. EVALUATION

The Policy will be reviewed and evaluated every three years.