

Title: deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree)

Committee type: Taskforce and Advisory Circle

Responsibility: Office of the Vice Provost Indigenous Engagement (OVPIE)

Approval: OVPIE / PEC

Date: January 10, 2022

We acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

We also acknowledge the lands and Treaty territories that constitute kisiskâciwan (Saskatchewan), and the Indigenous Peoples that call kisiskâciwan home. The University of Saskatchewan is ultimately intertribal in spirit.

CONTEXT

A national and international conversation regarding verification of Indigenous membership with documentation is simultaneously occurring at universities and government agencies across Canada. The concerns around fraudulent claims of Indigenous membership, as well as membership in/of other marginalized groups, has been occurring across countries, including the United States, New Zealand and Australia.

The University of Saskatchewan (USask) recognizes the inherent rights of self-determination and self-governance of Indigenous peoples, and acknowledges that the dialogue around Indigenous membership verification with documentation is important and complex. The conversation, and way forward, regarding Indigenous membership verification with documentation must be led by Indigenous peoples. We have the responsibility to act on and respond to the Truth and Reconciliation Commission Calls to Action, our own ohpahotān | oohpaaahotaan Indigenous strategy, and the University of Saskatchewan Truth Telling Report of 2021 with regards to Indigenous membership verification with documentation. We look to these guiding documents as well as the MOU's USask has signed with Indigenous organizations and governments, created with and for Indigenous people, to steer us in creating a safe and professionally transparent environment for Indigenous students, staff, and faculty at the University of Saskatchewan.

The Vice Provost, Indigenous Engagement, proposed assembling a Taskforce to guide the way forward for the University of Saskatchewan in November 2021. This taskforce and advisory circle came on the

wave of controversy, and in response to the voices of our Indigenous community, over fraudulent Indigenous membership of a member in the university community. In an effort to ensure space (e.g. Indigenous specific positions, funding, scholarships, etc.) for Indigenous people at the University of Saskatchewan is protected, a policy and dedicated procedures to assist with the verification of Indigenous membership is necessary.

These Terms of Reference outlines the role of the *deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree) Taskforce and Advisory Circle*, to formalize and define their purpose, mandate, authority, and composition.

PURPOSE

The purpose of the *deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree) Taskforce and Advisory Circle* is to create a policy, procedures, and an implementation plan for Indigenous membership verification with documentation at the University of Saskatchewan.

PRINCIPLES & GUIDING FOUNDATION

This work is guided by the Truth and Reconciliation Commission Calls to Action, University of Saskatchewan's *ohpahotân | oohpaahotaan* Indigenous strategy, and the University of Saskatchewan Truth Telling Report of 2021 Mission, Vision, [Principles and Values](#), and by the first aspiration described in the [University plan 2025: Transformative Decolonization Leading to Reconciliation](#). In particular, the foundation of these Terms of Reference and the work of the Taskforce and Advisory Circle is built upon the Indigenous Strategy [ohpahotân | oohpaahotaan](#): let's fly up together.

ROLE AND MANDATE

deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree) Taskforce and Advisory Circle will lead and guide the USask community through the development and co-creation of a policy—as well as accompanying procedures and implementation plan—that will direct an appropriate, informed, and Indigenous-led process of Indigenous membership verification with documentation at USask. The policy and procedures will inform decision-making across multiple contexts including but not limited to admissions, human resources activities (recruitment, promotion, and retention decisions, etc.), research and scholarly work, scholarships and awards. In doing so, the Taskforce's work will contribute to securing and ensuring that space intended for Indigenous people, is protected and secured for Indigenous people.

The Taskforce will be asked to:

1. Share, synthesize, and apply traditional knowledges, relevant experiences, and insights to inform and guide the group toward fulfilment of its mandate.
2. Co-create a policy and accompanying procedures to direct Indigenous membership verification with documentation at USask.

3. Endorse key documents before they are submitted for additional review or approval.
4. Dedicate significant time to preparing for and participating in meetings, whether as a group or as requested by the OVPIE.

The Taskforce will *not* be asked to:

1. Adjudicate the identity of Indigenous people.
2. Refer to individual members of the USask community and their claims of membership to Indigenous communities.

The Taskforce will be supported by an Advisory Circle, comprised of representatives from USask portfolios, associations, and governing bodies.

The Advisory Circle *will* be asked to:

1. Facilitate the work of the Taskforce through the provision of information, advice, guidance, and/or specialized expertise.
2. Support and help the Taskforce understand the implications of its work on various portfolios, units, and communities.
3. Dedicate significant time to preparing for and participating in meetings, whether as a group or as requested by the OVPIE.
4. Provide feedback and advice to the Vice Provost, Indigenous Engagement, throughout the revision process, comprised mainly of reviewing written documents/drafts.
5. Help to identify challenges or barriers, as well as solutions.
6. Champion the process in their respective areas.

The Advisory Circle will *not* be asked to:

1. Approve documents or plans.

AUTHORITY

The deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree) Taskforce and Advisory Circle has a planning and decision-making role as it pertains to the fulfilment of its purpose and scope. Its authority is vested from within the Office of the Vice Provost, Indigenous Engagement.

Input, feedback, and support for the outcomes will be sought from stakeholders and other senior leaders as appropriate. Approval/support, whether formal or in principle, may also be sought by the Taskforce for its plans or actions from the President's Executive Committee and regular communication between these bodies should be maintained. Where other approvals/support are sought or desired, the Taskforce (as represented by the OVPIE) may engage members of the Taskforce and/or Advisory Circle or other stakeholders as needed to enable those pathways.

All members of the Taskforce may participate in decision making, which is sought by consensus. Should a formal motion be tabled, all members hold equal voting rights.

Members of the Advisory Circle occupy an advisory and support role, in ex-officio capacity and without voting privileges.

COMPOSITION AND MEMBERSHIP

The **Taskforce** will be comprised of the following (see Appendix A for named membership as of January 15, 2022), which is at the discretion of and led by the Vice Provost, Indigenous Engagement:

- ❖ 4 Faculty members
- ❖ 4 Staff members
- ❖ 5 Elders/Knowledge Keepers
- ❖ 1 Delegate from each of the following, determined by the individual groups:
 - Federation of Sovereign Indigenous Nations
 - Saskatoon Tribal Council
 - Métis Nation-Saskatchewan
 - Office of the Treaty Commissioner
 - Prince Albert Grand Council
- ❖ Office of the Vice Provost, Indigenous Engagement:
 - Vice Provost (Chair)
 - Director
 - Senior Strategic Officer
 - Cultural Coordinator
 - Project Manager
- ❖ Senior Director, Provost Indigenous Initiatives and Community Outreach

The **Advisory Circle** is comprised of the following (see Appendix B for named membership as of January 15, 2022), which is at the discretion of and led by the Vice Provost, Indigenous Engagement:

- ❖ Representative(s)/leader(s) of relevant USask portfolios:
 - Legal office
 - Human Resources
 - Government Relations
 - President's Office
 - Information and Communications Technology
 - Faculty Relations
 - Teaching, Learning, & Student Experience
 - Governance Office
 - Communications
 - Graduate & Post-Doctoral Studies
 - Research
- ❖ Representative(s) from Associations:
 - USFA
 - ASPA
 - CUPE 1975, 3287
 - PSAC
 - GSA

- USSU

TERM LENGTH

The Taskforce and Advisory Circle will be constituted as of January 28th, 2022 by the Vice Provost, Indigenous Engagement. It will remain active until the Vice Provost Indigenous Engagement determines that the Taskforce’s work has been completed (e.g., a policy has been formally approved by the requisite decision bodies), at which time it will be dissolved. The timeframe is anticipated to be January – June 2022. Term length for all members is at the discretion of the Vice Provost, Indigenous Engagement.

MEETINGS

Meetings of the Taskforce are anticipated to occur biweekly for 2.5 – 4 hours per meeting. Meetings will be chaired by the Vice Provost, Indigenous Engagement.

The Advisory Circle will be asked to meet approximately monthly, although individual members, sub-groups, or the full Advisory may be called upon to assist the Taskforce at the discretion of the Chair.

Support for the work (including research, record keeping, consultation, writing, event planning, etc.) will be provided by the Office of the Vice Provost, Indigenous Engagement and a specially appointed note-taker.

SCOPE OF WORK

The table below provides a general overview of deliverables and targeted timelines:

Date	Deliverable
January 28, 2022	Name determined and gifted to the Taskforce and Advisory Circle: <i>deybwewin (Saulteaux) taapwaywin (Michif) tapwewin (Cree)= Truth</i>
February 11, 2022	Approval of Terms of Reference
February 25, 2022	Establish the way the Taskforce completes the work together and presentations by the Advisory Circle.
March 16, 2022	Report from the National Indigenous Identity forum
March 25, 2022	
April 8, 2022	
April 20, 2022	Draft of policy
May 6, 2022	Peer Review panel feedback to taskforce
May 20, 2022	Final draft of policy and draft of process
June 3, 2022	Final draft of process and open discussion with Advisory Circle on implementation

June 10, 2022	Closing ceremony
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Appendix A: Taskforce Membership as at January 5, 2022

Name (if known)	Position/Role
Dale Worme	OTC; Governments/Community Partners
Delores Netmaker & Rhonda Bluehorn	FSIN; Governments/Community Partners
Tribal Chief Mark Arcand	STC; Governments/Community Partners
Robin McLeod	PAGC; Governments/Community Partners
Rob Norris	MNS; Governments/Community Partners
Elder Harvey Thunderchild	Elders/Knowledge-Keepers
Elder Norman Fleury	Elders/Knowledge-Keepers
Elder Louise Halfe	Elders/Knowledge-Keepers
Elder Joseph Naytowhow	Elders/Knowledge-Keepers
Elder Josie Searson	Elders/Knowledge-Keepers
Yvette Arcand	Director, Indian Teacher Education Program
Graeme Joseph	Team Leader, First Nations, Métis, Inuit Student Success
Sheila Pocha	Program Head, SUNTEP/GDC Saskatoon
Valerie Arnault-Pelletier	Senior Lead, Indigenous Programming and Initiatives
Mary Longman	Associate Professor, Art & Art History
Winona Wheeler	Associate Professor of Indigenous Studies
Kurt Boyer	Faculty, Johnson Shoyama Graduate School of Public Policy
Karla Williamson	Professor, Educational Foundations
Adam McInnes	Graduate Student
Aubrey-Anne Laliberte-Pewapisconias	Undergraduate Student
Candace Wasacase-Lafferty	Senior Director, Provost Indigenous Initiatives and Community Relations
Angela Jaime	OVPIE
Matt Dunn	OVPIE
Candice Pete-Cardoso	OVPIE
Bob Badger	OVPIE
Amaranta Sokol Como	OVPIE

Appendix B: Advisory Circle Membership as at January 5, 2022

Name (if known)	Position/Role
Sara Daniels	AVP, Government Relations
Jay Wilson	Vice Provost (interim), Teaching, Learning, & Student Experience
	Assistant Vice Provost, TLSE
Chelsea Willness	Chief Governance Officer
Dara Hrytzak	Chief of Staff, President's Office
Shari Baraniuk	Associate Vice President, ICT
Chris Gaschler	ICT
Ken Wilson	Vice Provost Faculty Relations
Ana Crespo Martin	Faculty Relations
Rayelle Johnston	Legal Office
Vince Bruni-Bossio	Associate Vice-Provost, Strategic Initiatives
Cheryl Carver	AVP, People & Resources
Liz Duret	Human Resources
Kelly McInnes	Human Resources
	AVP, Communications
Jennifer Thoma	Communications
Debby Burshtyn	Dean, College of Graduate & Post-Doctoral Studies
Emily Snyder	Vice-Dean Indigenous, College of Arts & Science
Dawn Wallin	AVP Research
Geraldine Balzer	USFA
Erin Walling	ASPA
	CUPE 1975
	CUPE 3287
	PSAC
	GSA
Tasnim Jaisee	USSU