



POLICY STATEMENT

Policy Name	Indigenous Citizenship/Membership Verification		
Policy #	714	Category	Human Resources
Policy Sponsor	Associate Vice-President, Human Resources	Previous Revision Date	
Policy Approved by	President & CEO	Issue or Revision Date	April 4, 2024
Procedures Approved by	CFO & Vice-President, Administrative Services	Review Date	April 4, 2029

[See the related PROCEDURES.](#)

PURPOSE

This policy describes the rationale and scope of when Saskatchewan Polytechnic (Sask Polytech) will require evidence of Indigenous citizenship or membership.

SCOPE

The policy applies to current and prospective Sask Polytech employees where a claim of Indigenous citizenship/membership may result in material advantage. Situations where verification is required will be noted and will align to this policy and its associated procedures.

GUIDING PRINCIPLES

This policy intends to articulate Sask Polytech's values and commitment to truth, reconciliation, and indigenization within the institution. Through miyo wâhkôhtowin (good relationships) and kwayaskwâtisiwin (integrity), Sask Polytech aims to:

1. Recognize Indigenous self-government, law, perspectives, and rights as critical components in guiding our relationships.
2. Honour, protect and support Indigenous peoples, and safeguard Indigenous spaces, voices, and resources.
3. Integrate Indigenous ways of knowing within institutional practices, processes, and services.

POLICY

Sask Polytech will implement Indigenous citizenship/membership verification for all employees who may stand to gain material advantage because of their Indigenous citizenship/membership.

The process for requesting verification documentation is described in the Procedures document associated with this Policy.

DEFINITIONS

Citizenship/membership verification

A document that proves your Indigenous citizenship/membership.

Indigenization

The act of incorporating Indigenous ways of knowing, teaching and learning into the everyday life of an organization or community. It serves to recognize and validate Indigenous worldviews and perspectives and identified opportunities for Indigenous culture to be expressed.

Indigenous

In the context of this policy, refers to the First Nations, Métis and Inuit People of Canada.

kwayaskwâtisiwin

A Cree phrase meaning integrity. It translates as having an honest character, a high moral standard and decency. Pronounced: gway ask watisiwin.

Material Advantage

Material advantage includes, but is not limited to, scholarships, awards, bursaries, Indigenous specific positions, non-Indigenous specific positions, seats for Indigenous students. These procedures are put in place to ensure that spaces and resources intended for Indigenous peoples are protected in the spirit of reconciliation.

miyo wâhkôhtowin

A Cree phrase meaning good relationships. Pronounced: mee yoh wah coo toe win.

RELATED POLICIES/DOCUMENTS

Avik Wiiyawow (Belonging) 510-G