



## POLICY STATEMENT

|                        |                                      |                        |                               |
|------------------------|--------------------------------------|------------------------|-------------------------------|
| Policy Name            | <b>Avik Wiiyawow (Belonging)</b>     |                        |                               |
| Policy #               | <b>510-G</b>                         | Category               | <b>General Administration</b> |
| Policy Sponsor(s)      | <b>Director, Indigenous Strategy</b> | Previous Revision Date | <b>N/A</b>                    |
| Policy Approved by     | <b>Board of Directors</b>            | Issue or Revision Date | <b>June 22, 2022</b>          |
| Procedures Approved by | <b>President</b>                     | Review Date            | <b>June 2025</b>              |

### PURPOSE

The purpose of this policy is to articulate Saskatchewan Polytechnic's values and commitments related to truth, reconciliation and indigenization of the institution. The policy aims to create *avik wiiyawow* (belonging) through inclusive, respectful and welcoming campuses and offices.

### SCOPE

The policy applies to all members of the Saskatchewan Polytechnic community and acknowledges that each person has a role to play in supporting Indigenous student success and integrating Indigenous ways of knowing within all of the institutional practices, processes and services we provide to students, staff and communities.

### GUIDING PRINCIPLES

1. Saskatchewan Polytechnic is committed to the indigenization of our institution. We believe that indigenization is our social and collective responsibility and that it enriches and benefits all aspects of our institutional culture and communities.
2. We indigenize by holistically integrating Indigenous ways of knowing, teaching, and learning within all the institutional practices, processes, and services we provide to students, employees, and communities.
3. Saskatchewan Polytechnic is committed to taking concrete steps towards the decolonization of the institution and will work to identify and unlearn colonial ways of thinking and being.
4. Connection with Indigenous communities, Elders and Knowledge Keepers is very important in ensuring Indigenous ways of knowing, teaching, and learning can be adopted in a meaningful way.
5. Indigenization results in Indigenous people seeing themselves and their realities reflected throughout our institution. It also results in non-Indigenous people gaining the skills and

knowledge that enable them to work with and live alongside their Indigenous neighbours knowledgeably and respectfully.

6. The entire Saskatchewan Polytechnic community shares in the responsibility of establishing and maintaining respectful relationships.
7. Practicing cultural reciprocity through miyo wâhkôhtowin (good relationships) supports indigenization and the self-determination of Indigenous students, employees and communities.
8. Saskatchewan Polytechnic affirms the value of the Truth and Reconciliation Commission of Canada and supports the implementation of the Truth and Reconciliation Calls to Action.
9. Saskatchewan Polytechnic acknowledges the historical injustices Indigenous peoples in Canada have faced, including the significant harms of the residential school system, and recognizes that post-secondary institutions have a role to play in using education as a positive force for reconciliation.
10. Saskatchewan Polytechnic supports the United Nations Declaration on the Rights of Indigenous Peoples as a foundation for recognizing Indigenous peoples' rights.
11. Saskatchewan Polytechnic reaffirms the importance of Indigenous education as a signatory to the College and Institutes Canada's *Indigenous Education Protocol for Colleges and Institutes*.

## **POLICY**

1. Saskatchewan Polytechnic will continue to maintain and enhance Indigenous-centred services and supports for students and employees at the institution, based on a community-centred model.
2. Saskatchewan Polytechnic seeks increased representation of Indigenous students and employees.
3. Saskatchewan Polytechnic will provide education for employees on the history of Indigenous peoples.
4. Saskatchewan Polytechnic will support employees in developing their understanding of Indigenous culture and ways of knowing and learning and encourage them to integrate Indigenous knowledge and teaching methods into curriculum, as required by the curriculum framework, and into the services of the organization.
5. Saskatchewan Polytechnic will implement intellectual and cultural traditions of Indigenous peoples and incorporate elements of Indigenous languages through curriculum and learning approaches relevant to students and communities.

6. Saskatchewan Polytechnic will continue to develop relationships and seek partnerships with Indigenous communities and groups across the province and beyond and maintain these positive and mutually beneficial relationships over time.
7. Saskatchewan Polytechnic will continuously improve its governance structures, policies and processes through Indigenous knowledge and remove barriers which prevent Indigenous peoples from succeeding or participating fully in education opportunities, the organization and campus life.

## DEFINITIONS

**Avik Wiiyawow** – a Michif phrase meaning belong, with them, to be part of them.

Pronounced: ah-vick wee yah wow.

**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.

**miyo wâhkôhtowin** – a Cree phrase meaning good relationships.

Pronounced: mee yoh wah coo toe win.

## RELATED POLICIES/DOCUMENTS

Policy 705 Education and Employment Equity

Policy 1215 Smudging, Pipe Ceremonies and other Indigenous Ceremonial Use of Smoke

*Indigenous Student Success Strategy 2018-23*