



Equity, Diversity and Indigenization: The Queen's Perspective

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Equity, Diversity and Indigenization

The changing Canadian context

2015

The publication of Truth and Reconciliation Commission Report (TRC) was a turning point for Canada's public discourse on Equity, Diversity and indigenization. The 94 Calls to Action marked the beginning of a new era of indigenization for higher education.

2016

The accession to power by Mr. Trudeau's Liberal Government opened new avenues of hope for a better future for other visible minority groups.

2017

While most post-secondary institutions in Canada are generally seen as a powerful equalizer, the TRC report and the federal government's EDI initiative led way to a greater sense of urgency for universities to serve as a beacon of hope for equity and diversity.

2019+

2015

Indigenization and Canada's Universities

In recent years, Canadian universities saw a spark in interest in Indigenization that includes developing Indigenous strategies/frameworks, creating mentorship and transition programs, supporting Indigenous students through new fellowships, fostering an inclusive research and training environment, giving names to building and programs, creating ceremony spaces and establishing Indigenous focused campus housing.



Queen's University and Indigenization

- Queen's has been at the forefront of advancing an Indigenous strategy for success for almost a decade.



● Its commitment to both diversity and Indigenization became more formal through the unveiling of the Queen's Truth and Reconciliation (TRC) Task Force final report and recommendations in March 2017 and the release of Principal's Implementation Committee on Racism, Diversity and Inclusion in April of 2017.

● Important to mention is that engagement with Indigenous communities is a priority for Queen's as its values of EDI is rooted in the principle of "Nothing about us without us".

Efforts to Indigenize Graduate Education



CHANGE EFFORTS

As part of Queen's Indigenization effort, the School of Graduate Studies has undertaken a number of initiatives concerning Indigenous students, research, and curriculum over the past couple of years.

Rethinking of graduate admission



An “**Indigenous Student Admission**” regulation was introduced in 2018 to expand access for Indigenous graduate students.

The “Indigenous Students” section of the SGS webpage was thoroughly revised and expanded to include comprehensive information on all aspects of graduate study and tailor this information specifically to prospective or current Indigenous students.

Bolstering success for Indigenous graduate students

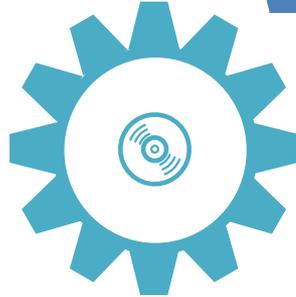
Regulations

New regulations governing the format of a doctoral thesis are introduced to redefine the conventional notion of scholarship in order to more easily accommodate Indigenous scholarship.



Scholarships

We have created specific scholarships and other funding opportunities for Indigenous students.



Peer Mentoring

A peer-mentoring program is being rolled out to ensure academic successes of Indigenous graduate students.

Skill Development

In 2017-18, the Expanding Horizons suite of professional skill development workshops included the Intercultural Awareness Certificate, the Kairos Blanket Exercise and a Talking Circle devoted to a discussion of Katharena Vermette's novel *The Break*.

Promoting **Indigenous research** and supporting graduate students in Indigenous research

SGS recently organized two major workshops to raise awareness of the unique requirements of research collaborations with Indigenous communities and to build capacity for such collaborations between graduate students, postdoctoral fellows, and participating members of Indigenous communities. The focus of the workshops was on the ethical collection, protection, use and sharing of data in research collaborations with Indigenous communities.

