

To: Envision TRU Submission to envision@tru.ca

- From Dr. Shelly Johnson / Mukwa Musayett, Canada Research Chair in Indigenizing Higher Education, Fulltime Faculty member and Associate Professor, Faculty of Education and Social Work, (Education). Alumni (1996-1998). Employed by TRU 2008-2012 and 2017 to 2019.
- Diversity group(s) I represent: Female, Indigenous. My information can be publicly posted.

TRU will build an Indigenous-specific facility that houses Indigenous faculty, Indigenous researchers, Indigenous specific services, and an Indigenous student service centre. This building will include state of the art technology to enhance the educational teaching to Indigenous communities, and support international and national communication. The building will be shaped in the form of a contemporary rendition of a traditional Secwepemc pithouse , and in consultation with Secwepemc peoples. Services currently provided to Indigenous students in House 5 will be discontinued due to the unconscionable messages of Canadian military oversight in the lives of Indigenous peoples in Secwepemc territory. The purpose of this former military barrack is well known in the TRU Indigenous community and by the Vice Provost Academic, and former President Shaver. Yet is allowed to continue and sends an message to Indigenous peoples that Indigenous painful history is of no importance to the leadership of TRU. This cannot continue.

TRU will implement a Secwepemc Workforce Strategy to benefit Secwepemc people that apply to work at TRU. This is in recognition that TRU is located on unceded territory and benefits in unequal ways versus the Secwepemc people.

TRU will provide Indigenous Student Tuition Waivers to Indigenous students for Bachelor, Masters and Trades programs. This is in recognition of TRU's location on unceded territory, and in the spirit of reconciliation because TRU's first home was in the Indian Residential School on Tk'emlups Indian Band.

TRU will implement an Elders in Residence program, and provide full and part time, ongoing faculty positions to at least eight Elders. These positions will be salary based and will support Elders with benefits including health and vacation.

TRU will implement a level of Indigenous student support in proportion to the support afforded to International Students of the same population. In 2018, approximately 1300 International students at TRU were supported by approximately 80 support positions, while 1300 Indigenous students were supported by approximately 5 support positions. Given the history of Indigenous students in Canadian post-secondary institutions and the education gap that currently exists, support to Indigenous students must be immediately addressed to reduce the education gap.

TRU will produce an annual report that identifies the graduation rate of Indigenous students at TRU.

TRU will implement a coordinated, targeted strategy with clear deadlines and deliverables to increase Indigenous student recruitment, retention and graduation rates commensurate with the Indigenous population in Canada.

TRU will implement a coordinated, targeted strategy with clear deadlines and deliverables to increase Indigenous faculty and staff recruitment and retention rates commensurate with the Indigenous population in Canada.

TRU will implement a campus wide education policy for all faculty and staff regarding Indigenous-specific history and contemporary issues, and it will be led by Indigenous peoples, including Elders.

TRU will implement a campus wide program to promote the Secwepemc Language and other Indigenous languages on campus.

TRU will support Indigenous researchers with adequate research space, administrative support and funding to enact research of importance to Indigenous peoples.

TRU will implement an Indigenous Research Ethics Board, directed and populated by Indigenous peoples.

