



UNIVERSITY OF  
**TORONTO**  
SCARBOROUGH

**UTSC**

# Strategic Plan 2019

*Inspiring Inclusive Excellence*

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## **Progress Report**

# **Indigenous Peoples & Truth and Reconciliation Working Group**

**April 16, 2019**

# Our Themes

## Faculty and Staff

1. Students, Curriculum, and Co-Curriculum
2. Ethical relationship based practices (includes leadership, research, teaching, consultation, accountability)
3. Faculty and Staff (education of existing staff and faculty, the desire to have the Indigenous lens permeate their work; recruitment of Indigenous faculty and staff)
4. Space (physical, historic and emotional dimensions)

**Outcome:** *Establishing a strong, broadly representative group of Indigenous faculty and staff across disciplines & units whose experience includes high job satisfaction, clear pathways to career success and participatory leadership and engagement in the campus mission.*

### Strategy:

- Build relationships and trust to ensure prospective hires see themselves as part of the UTSC community, by seeking and maintaining strong relationships with scholarly (faculty) or professional (staff) organizations that are trusted focal points for Indigenous peoples and communities through: sponsorship, attendance at annual conferences, job fairs, and outreach activities, and hosting such activities at UTSC. Simultaneously creating grants or fellowships and building in time to workloads to support professional development on the job (staff), to build capacity for hiring (e.g., post-doctoral fellows, faculty), and develop leadership abilities and desire (all staff).

## 'We've kept our treaty promises': First Nations' leaders say time for action, not words

Treaty 7 commemoration falls days after prime minister tells the world about Canada's 'terrible mistakes'

By Ryan Rumbolt, CBC News | Posted: Sep 22, 2017 8:10 PM MT | Last updated: Sep 22, 2017 9:02 PM MT



# 'Treaty Citizenship'

- A set of Affirming Practices
- An Ethos of 'Good Faith' and Respect
- Ongoing and Outward Looking