Course List

ICDG300 (1.0)
Skills Workshop 1: Program Orientation
A face-to-face session introduces students to the skills they will require to engage in online learning and will include introductory sessions for 301 and 302.
Grading: COM, N, or F.

ICDG301 (1.5)
Governance in Indigenous Communities
Provides foundational information of concepts, themes and topics related to Indigenous governance, including historical and contemporary challenges facing Indigenous peoples in Canada. Topics are organized by eras beginning with pre-contact, European settlement, colonialism and treaties before proceeding to Constitutional Reform and the inherent right to self-government. Administrative aspects of Indigenous governance are examined: fiscal governance, economic development, program and service delivery, and intergovernmental relations.

ICDG302 (1.5)
Communications in Indigenous Governments and Organizations
Contemporary communications theory and application with specific emphasis on the communication tools necessary in Indigenous government organizations. Topics include: developing excellent written, verbal and interpersonal communication skills; technical and strategic approaches to written and verbal communication for internal and external audiences; stages of the writing process; report writing skills; composing responses, briefing notes, news releases and sensitive messages. Practices, strategies and tools necessary to engage Council, community and stakeholders using effective and inclusive communication processes.

ICDG303 (1.5)
Lands, Resources and Economic Development
Indigenous identity, culture, and economy is deeply connected to the land. Colonization restricted access to land and marginalized Indigenous economic development. Learners review the historic relationship to lands and the struggle to regain control and ownership. Canvassing governance frameworks for land, we consider opportunities to expand ownership and control. Economic implications are considered and success stories are highlighted. Students will consider what reconciliation means for the development of lands and resources.

ICDG304 (1.5)
Strategic Planning and Implementation
Using a combination of Indigenous and Western planning concepts and processes, this is organized into four main themes described as Planting Season, Gathering Season, The Journey and The Path Forward. Topics include: Indigenous perspectives of planning, strategic planning as nation building, the role of community engagement in strategic planning and community development, strategic thinking, components of a strategic plan, the role of strategic management, and the role of leadership in strategic planning.
Note: Credit will be granted for only one of 304, ADMN 477

ICDG305 (1.5)
Research and Project Management in Indigenous Governments and Organizations
An intensive face-to-face session providing skills and guidance for the planning and successful completion of the capstone community project (ICDG 401). Participants will explore, analyze, and benefit from available project management models and planning tools, learn to view community and organizational change in different ways, explore alternative models and examples of change, and review and discuss the utilization of Indigenous Knowledge and respectful research protocols when planning for and implementing change strategies.

ICDG306 (1.5)
Human Resources Management in Indigenous Governments and Organizations
Learning based on contemporary human resource management theory and practice; incorporating traditional Indigenous practices and values. Topics: developing a human resources plan; robust human resources policies and practices; managing people and tasks; interpersonal workplace communications and relations; selection; retention; and development of employees. Improving workplaces will be examined through team building, motivating self and others, providing feedback, conflict management, workplace safety, well-being, and self-awareness and self-care. Examines working with appointed boards in an Indigenous context.
Note: Credit will be granted for only one of 306, ADMN 431A
ICDG307 (1.5)  
Managing Change for Effective Social and Community Development 
Examines how social and cultural factors influence community development and well-being initiatives. Participants will analyze and assess needs for social and community activities and services – past, present, and future, and identify resourcing and jurisdictional issues in the development and implementation of community-based and organizational initiatives. Community characteristics will be identified and their potential role/impact on proposed initiatives, while addressing issues of sustainability and development of effective partnerships and leading change agendas.

ICDG308 (1.5)  
Financial Management in Indigenous Governments and Organizations 
Managing financial resources effectively is a primary responsibility of leaders/administrators. Provides an overview of how Indigenous governments are financed and tools used to care for money systematically and transparently. Learning focuses on resource allocation, budgeting, control and accountability for governments and organizations. Students develop practical financial skills needed to make appropriate management decisions. Topics of special interest to Indigenous governments include taxation, housing, performance management, and communicating important financial information to decision-makers.

ICDG400 (1.5)  
Leadership in Indigenous Communities and Governments 
Develops capacities to understand, appreciate, and develop students’ own leadership and that of others. Drawing on both Western theory and practice and Indigenous values and leadership practices, students will develop an understanding of different leadership styles, team dynamics, motivation and management of people and projects within diverse communities facing both internal and external challenges. Provides experiential learning, development of self-knowledge, and acquisition of practical leadership skills and strategies for the workplace and community.

ICDG401 (1.5)  
Capstone for Indigenous Governments and Organizations 
In this capstone course, learners integrate the curricular, cross-disciplinary strands of the ICDG program through the application of their learning outcomes, in a community context. Learners continue to develop leadership skills and increase their awareness and appreciation for the relevance of their chosen areas of interest in Indigenous governance and administration through a community service-learning experience. Learners will complete a substantial analysis of a management, policy or program problem for an Indigenous community or organization.

ICDG402 (1.5)  
Intergovernmental Relations: Working with Other Government & Organizations 
Topics include how and why it is necessary to develop and maintain successful relationships with other Indigenous governments and organizations, community organizations, and municipal, provincial/territorial, or federal governments. Administrators examine how authorities, rights, laws/regulations, and interests shape outcomes, whether negotiating treaties, exercising rights in areas with overlapping jurisdictions, or developing partnerships for economic development or service delivery. Examines Indigenous and treaty rights, application of the Indian Act, treaty negotiations, alternative partnerships, lands and resources issues.