



**Etalewtx<sup>w</sup> | ÁTOL,ÁUTW**  
Office of the Vice-President Indigenous

## Indigenous Citizenship Declaration (ICD) Committee Terms of Reference [Last Updated: August 29, 2024]

**Approving Authority:** Vice-President Indigenous

**Effective Date:** January 2024

**Context:** The University of Victoria's (UVic) renewed Indigenous Plan (2023) outlines a strong commitment to align the university with Indigenous laws and protocols. This commitment extends to ensuring that the eligibility requirements for opportunities designated for Indigenous People are consistent with the ways that Indigenous Nations, Peoples and communities determine their citizenship.

UVic is one of many post-secondary institutions moving beyond self-identification to a process of verification where preferential and limited selection programs and opportunities are designated for Indigenous applicants and result in material gain.

**Purpose:** The OVPI has brought together an expanded subcommittee of the Indigenous Strategic Leadership Advisory (ISLA) group with the aim of effectively strategizing an engagement process that brings diverse voices to the table and results in clear policy directions and implementation guidelines.

The Indigenous Citizenship Declaration (ICD) Committee will guide the development of a policy and process that affirms the authority of Indigenous Peoples to determine their citizenship in accordance with their own legal orders and governance structures. Undertaking this work, the ICD Committee will remain responsive to the ways that colonization has impacted determinations and experiences of citizenship.

### Guiding Commitments:

- [?ay šq<sup>w</sup>elaq<sup>w</sup>an](#) | [ÍY, ŠKÁLEÇEN](#): We bring a good heart and good mind into our work, building relationships based on trust and respect.
- [Le?t šx<sup>w</sup> hela ?ə ca mak<sup>w</sup> sçe?i sə?](#) | [S,HOL ET MEQ EN ENÁ SE SČÁ](#): We prepare ourselves for the work ahead with a view towards a future of promise and abundance.
- *Humility*: We step into a learning position and recognize that this work is ongoing.
- *Inclusion & Intersectionality*: We bring a diversity of voices to the table, and we recognize in this work the ways that colonization has functioned to undermine Indigenous self-determination and disrupt kinship and family relations.
- *Honesty & Dignity*: We maintain a respectful environment where all members are encouraged and empowered to communicate disagreements in good faith and bring their whole selves into decision making.

- *Transparency:* We work with open doors.
- *Privacy:* We uphold the confidentiality of sensitive disclosures and information, and we work to align data collection and storage with data sovereignty principles.

**Objectives:** Meeting twice monthly, the ICD Committee will determine and guide a cohesive, multi-unit collaborative approach to policy engagement, development and implementation over three phases:

Phase 1: Drafting & Engaging (October 2023 – September 2024)

- i. Determine and oversee a process to be carried out by the OVPI for engaging with Indigenous communities, Elders, staff, faculty, students and alumni.
- ii. Develop a first draft of an ICD policy in partnership with University Systems and General Counsel, considering the insights of colleagues at other universities.
- iii. Identify protocol to be carried out by the OVPI as the university seeks to create and confirm MOUs with BC First Nations, Inuit & Métis governing authorities.

Phase 2: Revising, Finalizing & Approving (September 2024 – February 2025)

- i. Review and revise drafts of an ICD policy to align the information and feedback gathered during the engagement process.
- ii. Work with University Systems and General Counsel to confirm secure and confidential procedures, platforms and mechanisms for collecting personal information and affirming eligibility.
- iii. Guide the preparation of documents necessary for policy approval through Senate and the Board of Governors.

Phase 3: Implementing & Communicating (February 2025 – September 2025)

- i. Determine timelines and communications strategies for policy implementation.
- ii. Create working groups to address specific tasks, questions and priorities, collaborating with IACE's Communications Officer and representatives from Student Affairs, the Office of the Registrar, the Better Data Project and Human Resources.
- iii. Concluding the work of the ICD committee, identify membership for a review committee to address concerns and cases as they may arise going forward.
- iv. Committee dissolved September 2025

**Membership:**

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| <i>Vice-President Indigenous (chair)</i>   | Robina Thomas  |
| <i>Director of Indigenous Strategic Priorities and Community Engagement (co-chair)</i> | Lalita Kines   |
| <i>Project coordination, OVPI</i>  | Julianna Nielsen, Acting Director, Indigenous University Initiatives |
| <i>Project coordination, OVPI</i>  | Peyton Juhnke, Project Manager                                       |
| <i>Indigenous faculty member</i>   | Val Napoleon   |
| <i>Indigenous faculty member</i>   | Onowa Mclvor   |
| <i>Indigenous faculty member</i>   | waaseyaa'sin Christine Sy  |

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| <i>Indigenous faculty member</i>              | Niiyokamigaabaw Deondre Smiles                                      |
| <i>Indigenous graduate student</i>            | Estrella Whetung  |
| <i>Indigenous undergraduate student</i>       | Lauren Aimoe, NSU Firekeeper  |
| <i>Indigenous student</i>                     | Kiana Cardinal-Arcand, Indigenous Law Student Association           |
| <i>University Secretary representative</i>    | Morag Mochan, Governance Services Manager                           |
| <i>Faculty Relations representative</i>       | Pam Richards, Director, Faculty Relations & Academic Administration |
| <i>Faculty Association representative</i>     | Christine O'Bonsawin  |
| <i>Human Resources representative</i>         | Kane Kilbey, AVP Human Resources                                    |
| <i>Office of the Registrar representative</i> | Wendy Taylor, Acting Registrar                                      |
| <i>Communications, OVPI/IACE</i>              | Hannah Mashon, Director, Indigenous University Communications       |

For regular committee meetings to proceed, quorum will be met by:

- The Chair or Co-Chair
- 1 project coordinator
- 2 Indigenous faculty members
- Staff representatives necessary for supporting and advising particular conversations

**Resources:** Administrative support will be provided by OVPI projects staff.

**Timeframe:**

- The Terms of Reference for the ICD Committee will be submitted to the Approving Authority by January 10, 2024.
- The ICD Committee will be created by January 30, 2024 and will submit drafts of a ICD policy and process to the Approving Authority by Winter 2024.
- The work of the committee will conclude September 2025.