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as community and organizational
partners,

- x is iterative, and
- x is aligned.

Adequate staffing for all Indigenous Programs, including Bachelor of Indigenous
Interdisciplinary Studies (BIIS), School of Indigenous Relations (SIR) and the Maamwizing
Indigenous Research Institute (MIRI)

- x Equal access to Indigenous staff working directly with students relevant LU student
platforms.
- x Pay equity comparable to all LU staffing areas and Indigenous positions across other post
secondary institutions in Canada
- x Indigenous identity policy to address Indigenous fraud
- x Human Resources (HR) policy that supports dedicated recruitment and retention of Indigenous
hires
- x Hiring practices and policies that refrain from discriminating against Indigenous hires

Programs: LU will develop and deliver programs and degrees that build on our unique strengths
and respond to the needs and interests of local First Nations, as well as the local urban
community.

- x Indigenous, Equity, Diversity, and Inclusion (IEDI) included in LU Degree Level Expectations and Learning Outcomes
- x A plan to launch a Bachelor of Indigenous Interdisciplinary Studies Degree by 2025
- x A plan to launch the Master of Indigenous Social Work Degree by 2028
- x A plan to explore and develop an Indigenous PhD program
- x A plan to explore a Bachelor of Education Degree with an Indigenous Teacher Education Program (ITEP) Focus.
- x Discussions initiated with senior leadership regarding a religion waiver for qualifying Atikameksheng and Wahnapiataw Anishinaabek

Research LU will establish itself as a leader in Indigenous research through MIRI in partnership with local First Nations, as well as the local FNMI community.

RRI

- x MIRI is a destination for FNMI Indigenous research and scholarship in Canada
- x A MIRI space is established at LU for students engaged in Indigenous research
- x Significant grants and Research Challenge funding dollars are secured at LU to support Indigenous research

Facilities/Space LU will transform into a safe and engaging space for FNMI students, staff and faculty to share knowledge together

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- x Suitable facilities and spaces, including contiguous spaces on the second floor of the R.D. Parker Building
- x Cultural spaces (FNMI) including Indigenous learning spaces exist at LU beyond the Indigenous Sharing and Learning Centre (ISLC)
- x Clear protocols for the use of Indigenous sacred spaces
- x Safe learning spaces throughout LU.
- x Indigenous Programs to be included in facilities and space planning