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5 Work with peer institutions and Indigenous partners to proactively advocate and engage with the provincial and federal governments for system-wide programs and policies that support Indigenous students.

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5.05,,905. -69 0473,4,5;05. 5+0.,56<: *65;,5;
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6 Enhance the visibility of Indigenous communities at Queen’s and promote inclusive learning and community spaces on campus.

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<p>/@:0*(3 3(5; !,9=0*,: >033 050;0(;, (3<5*/ (5+ 3,(95 ;,::065 -69 7961,*; 4(5(.,4,5; ;:(J ;6 /,37 ;/,4 0+,5;0-@ 67769;<50;0,: -69 0473,4,5;05. 5+0.,56<: *<3;<9(3 +,;0.5 05;6 9,56=(;065 7961,*;</p>	<p>"/, K*, 6- 5+0.,56<: 50;0(0=,; (5+ !/(=, 4,; ;6 +0:*<: /6> ;6 05*69769(;, 5+0.,56<: 3(5+*(7, (5+ 05;9069 +,;0.5 05;6 5,>) <03+: (5+ 9,56=(;065 7961,*;</p>

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5;,.9(,+ 644<50*(;065: 0: >69205. *36:,3@ >0;/ ;/, \$ 5+0.,56<: 50;0(0=,:(5+ ,*65*030(;065 ;6 -<9;/,9 +=,367 (*644<50*(;065: -9(4,>692 >/0*/ >6<3+ 05*3<+, (+0.0;(3 ;:9(,.,@ ;6 79646;, ;/, >692 6- ;/, 6K*, (5+ 65.605. :<7769; ;6 :;<+,5;: =,9 RS :;690,: /0./30./;,+ 5+0.,56<: 050;0(0=,:(*96:: *(47<:

7. Devote a central space on campus for Indigenous activities and the celebration of Indigenous traditions.

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11 Develop a central webpage for prospective and current Indigenous students.

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5+0., 56<: ; < +, 5; :

13 Expand Four Directions Aboriginal Student Centre and ensure that it is appropriately staffed and resourced to support expanding enrolment of Aboriginal students.

5 ,?7(5+,+ ,5;9, 67,5,+ 05 (33 PNOV ;6 05*3<+, ORR (990, !; "/, ,5;9, 0: -<33@ ::(J,+ 05*3<+05. ;>6 5,> 76:0;065: (<3;<9(3
6<5:,3369 >/6 796=0+,,: 05+0=0+<(3 .96<7 ;/,9(7@ *6<5:,3305.)(,+, 65 (/630::0* 46+,3 (5+ (5 5+0.,56<: =,5;:
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"/, .5,: ;/,905.;65 9; ,5;9, -(*030;(,+, ;/, .0-;05. 6- (),(<0-<3 05*0:,+ L9,70;)@ (9:0:: "(50(%033(9+ ;6 ;/, ,5;9, : ;070
(70,* , *6440::065,+ ;/96<./ ;/, ,?/0)0;065 !6<5+05.: (5+ .0-;,+ ((3(:;05. (5+ 05:70905. 3,.(*@

* 0- %-I%*.) %#!) *0. /0 !)/ !) /-! !3+) . / * %)0! 2? - -%/ /

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14 Increase the number of Indigenous faculty and staff at Queen's.

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Year	% of Total Staff that Responded to Survey
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P (*<3;@ (5+ ;;(J 9.79,;5;(:065 9(;: (9, 6);(05,+ ;/96<./;/, C 6<5;F <.,5 : 8<0;@ ,5<:(5+ :/(9,+ >0;/ ;/, -,+,9(3 .6=,954,5; (: 7(9; 6- ;/, <50=,9:0;@ : 6)30.(:065: <5+,9 ;/, ,+,9(3 65;9(*;69: 96.9(4
 Q 5*3<+.; ?,*<0=.; ,5,9(3 !<7769; ;,:(9*/ # PPW # OQNP (5+ # PSR
 R 5*3<+.; 96-,:69: +1<5*; 96-,:69: 6;; 6*;69(3 ,336>: *(+,40* ::0;:(5;: 0)9(90(5: (5+ 9*/0=0;::

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5 PNOW WW ,4736@,,,: 0+,5;0L,+ (: 5+0.,56<:
"/, .5,: ;/,905.;65 9; ,5;9, /09,+ ((<+,56:(<5,,

,:(9*/ ::6*0(,; ;6 .<0+, (5+ 05-694 ;/, >692 ,:7,*0(33@ 05
;/, (9,(6- ;,5:0;0=, 5+0.,56<: /,90;(., *633,*;065:

16 Ensure that Indigenous staff and faculty are not burdened with unsustainable workloads.

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18 Raise awareness of Indigenous research at Queen's.

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<p>"/, ;5;9, -69 !6*0(3 47(*; 05 ;/, !40;/!*/663 6- <:05,;: >033 /6;: (5 5+0.,56<: <:05,;: ;,;(9*/ !@476:0<4 >0;/ :*/63(9: -964 (*96: ;/, *6<5;9@ 05 :7905. PNOV</p>	<p>5 5+0.,56<: ;,;(9*/ !<440; >(: 69.(50A,+ 05 !7905. PNOW)@ !40;/ 96-,;:69 "05((*05 (5+ 69+@5 9,5@2 (0*/0- !* ;:<+,5;</p>

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;/0: 4<3;0 7(9; ,?/0)0;065 796.9(4 /(:)96<./; ;/, 9,;,(9*/
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-69;/6405. 5(065(3 (5+ 05;,95(065(3 ;6<9

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! 796.9(4 /,3+ 0:: (55<(3 >692:/67 05 !,7;,4),9 PNOW
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;/, ,;,(9*/ 633()69(065 >0;/ 5+0.,56<: 644<50;0,; ;
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05;,9,;: 05 5+0.,56<: 9,;,(9*/ 050;0(0=, "/, >692:/67
-,(<9,+ ;/, .96<7 6- <,5 : 5+0.,56<: 9, 6*,69(3
!*/63(9: ,(* / 6- >/64 79,;5,;+ ;/,09 05+0=0+<(3 9,;,(9*/
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"/, ,;,(9*/ 9646;065 (5+ ,+0(;,(4: >692 ;6 :<7769;
5+0.,56<: 9,;,(9*/ ;/96<./ :<7769;05. -(*<3; @
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)! ** /\$-!! *0/ ** - %) / " /%*) . 4 -/%. / . ** - *0) %)#.) 3\$% %/%*) %) %! -/ .) !3\$% %/%*) / #)!. /\$!-%)#/*) -/ !)/-!
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19 Recognize the unique challenges of conducting research with and by Indigenous communities.

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 5+0.,56<: *644<50;0,: ,5.(.,+ 05 ;/,)690.05(3 6<5*03
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 050;0(;0=, 0: ;6 79,7(9, (9,;,(9*/ 6<;9,(*/ 73(5 -69 ;/,
 6<5*03 /6>,=,9 ;/, 9,;<3,: 6- /:0 050;0(;0=, 4(@), <,-<3
 ;6 ;/,)96(+,9 <,5 : 9,;,(9*/ *644<50;@

% " % &&

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 65;963 05 633()69(;0=, ;,(9*/ >0;/ 5+0.,56<:
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 ;;/0*(3 (5+ 9,;765:0)3, *65+<*; 6- 5+0.,56<: 9,;,(9*/ ;
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20 Ensure that researchers and members of ethics review boards have appropriate training on ethical guidelines for Indigenous research.

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<p><.,5 : ,5,9(3 ;,(9*/ ;/0*: 6(9+ >033 ;,;()30:/ (*6440;,,, ;6 +,=,367 (;9(0505. 46+<3, -69 ;;/0*(3 .<0+,305,; -69 5+0.,56<: 9,;(9*/)(:,+ 65 /(7;,9 W 6- ;/, " ! 05 :7905. PNOV)<:05,;: *(, >033) ,+ ,=,367,+ ;6 9,8<,; -<5+ : ;6 :<7769; ;/0: 050;0(0=, (5+)<03+ (5 65305, *6<9,;</p>	<p>5=0;(065: 3,;,9: >,9 ,;5; 6<; ;6 ;/, *6440;,,, 05 ;/, !7905. PNOW <, ;6 79069 *6440;4,5; 6- 5+0.,56<: -(*<3;@ ;/, 76:0;065 9,4(05: =(*5; "/, 09,*;69 0: >69205. >0;/ ;/, \$;,(9*/ ;6 9,;63=, ;/0: 0::<, 5 65305, 46+<3, 0:),05. +,=,367,+</p>

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21 Thoroughly integrate Indigenous knowledge into curricula across academic programs.

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MUTH 329: Listening Otherwise

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DEVS 221: Topics in Indigenous Human Ecology

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22 Support the implementation of TRC Calls to Action 16, 24, 28 and 62.

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23 Raise awareness among non-Indigenous students, staff, and faculty of the complex histories and modern realities faced by Indigenous Peoples.

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24 Develop Indigenous cultural awareness training tailored to faculty, staff, senior administrators, and student leaders.

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25 Incorporate Indigenous ceremonies and traditional practices into university events.

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