



Algonquin College's response to the
Truth and Reconciliation Commission
Calls to Action Report

Indigenous Initiatives
2015-2025

Minokamì —
on solid footing

ALGONQUIN
COLLEGE

Ni manàdjiyànànig

We pay respect to...

Algonquin College campuses in Ottawa, Perth and Pembroke are located on the traditional unceded, and unsundered territory of the Anishinàbe Algonquin People. The Algonquin People have inhabited and cared for these lands since time immemorial. We take this time to express our gratitude and respect to them and to the land for all that it has provided and will continue to provide.

As a post-secondary institution, we acknowledge the harms done to Indigenous Peoples and are committed to learning from the past. We pledge to promote healing and resilience as we move forward in partnership with the Algonquin Nations, First Nations, Métis, and Inuit peoples in a spirit of reconciliation.

While we recognize that territorial acknowledgements are only one step in cultivating greater respect for and inclusion of Indigenous Peoples, we commit to accompanying these words with actions. We are dedicated to building a future and community that is better for all.

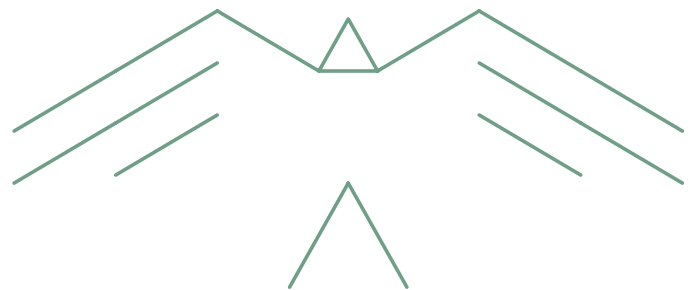
We pledge to continue exploring and making meaningful contributions to the Truth and Reconciliation Commission of Canada's Calls to Action.

About this Report

In 2015, the Truth and Reconciliation Commission of Canada (TRC) presented its report and recommendations to all Canadians. The final report included 10 Principles for Reconciliation and 94 Calls to Action that speak to all sectors of Canadian society. Certain Calls to Action were related specifically to education.

Algonquin College had already begun its reconciliation efforts by the time the TRC issued its Calls to Action. In the decade since, the College has continued to build on this work, taking meaningful steps on the path to reconciliation while recognizing that the journey is ongoing and much work still lies ahead.

The following information includes a high-level snapshot of some of the work and initiatives executed by Algonquin College in the past decade. Much of this work is still ongoing. Algonquin College takes pride in its commitment to making Indigenous Knowledge and Truth and Reconciliation an integral part of the institution's culture.



CALLS TO ACTION



2016



1



2



3

- Algonquin College and Nipissing University signed an agreement to support Indigenous students.
- Algonquin College's Institute for Indigenous Entrepreneurship was announced.
- The College launched a one-year Indigenous Cook Pre-Apprenticeship program, aimed at developing work-ready skills while also celebrating and honouring Indigenous cultures. [3]
- Sixteen youth attended a Northern Youth Abroad summer program. [2]
- Algonquin College created the Office of Truth, Reconciliation and Indigenization.
- The addition of ceremonial Indigenous elements was added to annual convocation ceremonies. [1]

2017



1



2



3

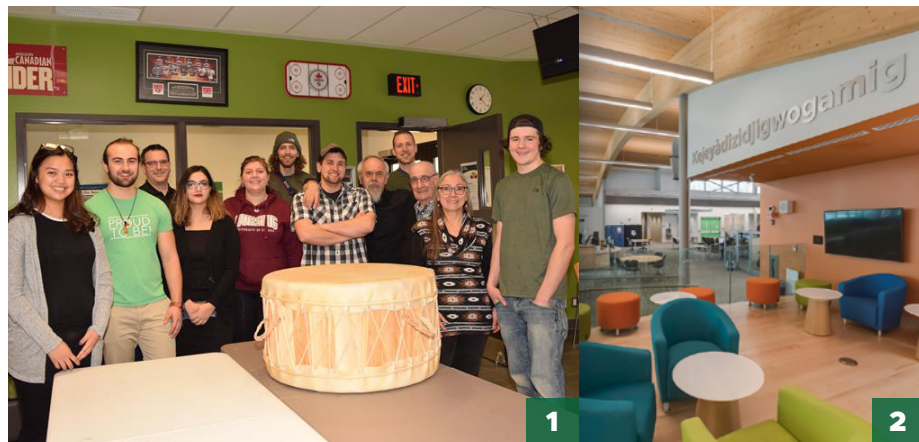
- A new Coat of Arms was created to highlight the importance of the College's Indigenous connections. [1]
- The College's commitment to Indigenization was set out in its 2017-2022 Strategic Plan: "As Canada moves along a path of Truth and Reconciliation, we will do our part to ensure that Indigenous ideas, knowledge and culture are an integral part of everything we do." [3]
- The Pembroke Campus introduced an Indigenous Student Counsellor, on-site twice a month.
- The Algonquin College Students Association announced a \$1 million investment towards a new building for Indigenous entrepreneurship. [2]
- The College partnered with the Ottawa Senators on an Alumni Hockey Night and an Indigenous Heritage Hockey Night.

ALGONQUIN COLLEGE COAT OF ARMS



2018

- The College unveiled its 3 Drums, 3 Campuses project to make Indigenous traditions an integral dimension of the College's culture. [1]
- The DARE (Discovery, Applied Research and Entrepreneurship) District's three-story mural unveiled. The DARE District is a multidisciplinary space for faculty, researchers, businesses and — most importantly — the College's students. From an Energy Research Lab to a Data Analytics Centre, it is a catalyst for cutting-edge education. The library is wired for the latest in high-tech learning — everything from digital-literacy labs and student learning centres to studios for multimedia presentations. Indigenous culture is central to the design and services of the DARE District.
- Algonquin College hosted the first Global Conference on Indigenizing Entrepreneurship, a unique learning and networking opportunity that framed the question "What is Indigenous entrepreneurship?" The conference saw experts from across Canada and around the world share best practices, compelling stories and crucial insights on how Indigenous values, histories and ways of knowing can transform entrepreneurial thinking.
- Nawapon and Ishkodewan opened to serve as locations for special ceremonies. Ishkodewan is also available as an outdoor classroom space. (See p. 20)
- A third-floor section of the library opened to serve as a repository of traditional Indigenous Knowledge. It showcases Indigenous oration and storytelling. Called Kejeyàdizidjigwogamig, Knowledge Keeper's Place, it is a raised, circular gathering space for presentations, group work or quiet study. [2]



2019



- The Pembroke Campus collaborated with the Circle of Turtle Lodge to bring more Indigenous education to students.
- Algonquin College plants a Three Sisters Garden and creates what is believed to be Ottawa's largest Indigenous garden in the Ishkodewan courtyard. [1] [3]
- Appointment of Vice President, Truth, Reconciliation and Indigenization (TRI). [2]

Truth and Reconciliation
is an **integral part** of the
institution's **culture**.

2020

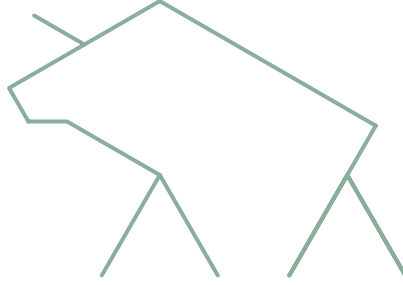
- The Burnt Water initiative introduced, a project devoted to providing a vision and curriculum for Indigenous leadership and entrepreneurship.
- Algonquin College launched a corporate partnership initiative called DARE6, with PCL Construction. [1]
- The Algonquin Wolves replaced the Algonquin Thunder, coinciding with the Jack Doyle Athletics and Recreation Centre opening. [2]
- Algonquin College and Ottawa Tourism celebrated the launch of Indigenous Tourism Entrepreneurship Training.
- Algonquin College, in partnership with the Indigenous Peoples Education Circle, launched a knowledge-sharing and storytelling initiative that connected College students and leaders from across Ontario.
- Algonquin College led a \$7-million expansion of a national project to help Indigenous youth obtain trades training while attending school. The three-year project, funded by Employment and Social Development Canada, was supported through Indigenous Youth Build Canada.
- Algonquin College led a \$2.5 million program to provide more than 250 Indigenous youth across Canada with hands-on job training and employment skills related to the impact or effects of the pandemic.
- An Indigenous Knowledge Book Club introduced Indigenous Ways of Knowing through a love of reading.



1



2



2021

- Algonquin College hosted a week-long Taking a Stand — Disrupting Black and Indigenous Racism workshops. This series of events and action represented a diversity of voices and issues that focused on exploring race and racism, becoming actively anti-racist and celebrating Black and Indigenous cultures.
- The Audrey Lawrence AC Online Bursary was created and named in honor of Audrey Lawrence, an Indigenous former administrator in Indigenous Health. Audrey was a member of the Algonquin College Board of Governors for six years.
- The Building Relationships: Learning about Truth and Reconciliation course was offered to all College employees.
- The Office of TRI, in collaboration with the Algonquin Students' Association, developed an Indigenous student leadership program — The Student Leadership Pack.
- The College created online training comprised of four modules to engage Indigenous and non-Indigenous learners to build stronger relationships and a better understanding of reconciliation.
- Pre-contact Indigenous artifacts discovered in Vincent Massey Park were brought to the Ottawa Campus for analyzing, cleaning and recording as part of a larger project involving the Algonquins of Pikwakanagan First Nation and Kitigan Zibi Anishinabeg. The project was assisted by staff from the National Capital Commission and Public Services and Procurement Canada.



Mamidosewin is Algonquin/Ojibwe for “Meeting place” or “Walking together.” The goal of the Mamidosewin Centre is to empower and support Indigenous students at Algonquin College into the next phase of their lives in a way that is respectful and reflective of Indigenous cultures.

RECOGNITION



2022

- More than 170 Indigenous students shared their experiences at the College and provided recommendations for how the Mamidosewin Centre could better meet their needs.
- Lighting the Fire launched, which evolved to Keeping the Fire. The program connected Indigenous and non-Indigenous students and leaders from across Ontario and three additional colleges.
- The Dwight and Christine Powless Indigenous Achievement Scholarship was created. This is in addition to the 41 Indigenous bursaries, scholarships and awards available to our current and future Indigenous students.
- Learning and Teaching Services (LTS) welcomed two new Indigenous Pedagogy and Curriculum consultants. They developed educational content to support faculty in weaving Indigenous content and teaching methods into curriculum while supporting the creation of Indigenous-focused learning outcomes.
- Animal wayfinding pathways were introduced. This project was developed in the spirit of inclusivity, bringing Indigeneity on campus through language. (See p. 6)
- TD Bank Group became the newest DARE6 partner.
- Algonquin College commissioned an art piece titled “Remember the Children” to honour the children of residential schools. It is located adjacent to the Ishkodewan Courtyard at the Ottawa Campus. [1]
- The Inclusion and Diversity Circle completes three interconnected street-art-style murals to tackle visual representation as a barrier to belonging in the College community.



170+

Indigenous students provided recommendations to better meet their needs

2023

- The Ownership, Control, Access and Possession online course is provided by the First Nations Information Governance Centre, designed to teach Indigenous communities about a set of standards that outlined how Indigenous data should be collected, protected and used.
- The Mamidosewin Centre hired a new manager and communications officer to drive programming and events.
- As the summer solstice approached, Algonquin College brought together its partners PCL Construction, TD Bank Group, Nokia Canada and more than 95 volunteers for two days of volunteering at Mādahòkì Farm. The “Build Days” included improving key farm features, new animal housing structures and upgrading the Legacy Trail.
- The Pembroke Campus implemented specialized Indigenous student support services and opened a refreshed Indigenous Medicine Wheel Garden. [1] [3]
- The Pembroke Campus hosted an Indigenous cultural camp, initiated by the Applied Research office through the Government of Canada’s Social Sciences and Humanities Research Council grant as part of the College’s Mamiwi Maadaadizi project. [2]



We **pledge** to **continue exploring** and making **meaningful contributions** to the **Truth and Reconciliation Commission of Canada’s Calls to Action.**



2024

- Four streets named in the Anishinàbe Algonquin language at the Ottawa Campus. [1 – previous page]
- The Indigenous Pedagogy and Curriculum Consultants in LTS worked to advance reconciliation through Indigenous education and weaving Indigenous Knowledge, pedagogy and wise practice into the curricula.
- A partnership with Humber College grew the knowledge base of hundreds of faculty members and employees with the continuation of the Indigenous Teaching and Learning Bundle “All our Relations”, the launch of a second bundle “We are all Treaty People” and an interactive timeline available to faculty and staff.
- The College worked with Elders to update our Land Acknowledgement and included land acknowledgement on all course outlines.
- A library installation was introduced to honour missing and murdered Indigenous women and girls and their stories.
- The College introduced the Kwey Indigenous Language series to the AC community. The goal was to increase Anishinàbe Algonquin words and sayings around campus, along with key history and culture within the Algonquin College community.
- The College hired a Director of Indigenous Initiatives to advance Truth, Reconciliation and Indigenization efforts while serving as the primary liaison with Indigenous communities and leaders.
- The Tibàdjimowin — News about the Nation conference was held. Five presenters from the Anishinàbe Algonquin Nation shared their perspectives during this one-day conference.

We take **pride** in **living up** to our **mission, vision** and **values**.

2025



- Algonquin College introduced a one-year Indigenous Studies Foundation – Inuit, Métis and First Nations certificate and a two-year Indigenous Studies diploma for September 2025. [1]
- The College hosted its largest ever Indigenous Student Career Fair. More than 40 employers participated and more than 520 Indigenous students attended.
- The College hosted a First Peoples' Panel which included representatives from the Métis, Mohawk, Inuit and Cree-Anishinàbe communities who spoke about issues related to post-secondary education, employment, training and support for Indigenous students. [2]
- The Mamidosewin Centre hosted a land-based learning retreat in Anishinàbe Algonquin territory for Indigenous students. [3]

Ribbon Skirt Day

HAVE A HEART DAY

Powley Day

**NATIONAL
DAY FOR
TRUTH AND
RECONCILIATION**

INDIGENOUS
VETERANS DAY

Red Dress Day

Summer Solstice

NATIONAL INDIGENOUS LANGUAGE DAY

National Indigenous
Peoples Day

Rock Your Mocs Day

MOOSE HIDE DAY



Ongoing Initiatives



The Algonquin College Indigenous Education Council is developing an annual Action Plan, shared with Indigenous partners and Ontario's Ministry of Colleges and Universities. This plan is being implemented to enhance academic experiences, strengthen Indigenous community ties, revitalize Indigenous language and promote Indigenous Knowledge and cultures.



Ongoing meetings between the College president and Indigenous Elders to foster and deepen partnerships and relationships.



Learning and Teaching Services offering ongoing workshops related to assessment, evaluation and Indigenous Ways of Knowing, Improving Indigenous Student Experiences in the Classroom, Exploring Indigenous Approaches, Protocols and Relationships to AI, Living Land Acknowledgements, Indigenous Pedagogy, Curriculum and Research Ethics, Indigenous Education, the Child Welfare System and Gender Discrimination, Allyship and Culturally Responsive Pedagogy, Learning about Indigenous Health and Wellness and more.



Indigenous drummers, welcome to the territory and cultural elements included in convocation ceremonies at all campuses.



Indigenous Knowledge and Seven Grandfather Teachings embedded in Inclusion and Diversity Circle.



Housing spaces in residence allocated for Indigenous students.



Introduction and regular installments of Kwey Indigenous Language Series.

Priorities/Recommendations



Weave Indigenous learning into wider curriculum offerings.



Ensure students have access to Indigenous learning.



Raise awareness about Indigenous spaces available on campus.



Hire more Indigenous faculty and employees.



Create learning opportunities for faculty and staff during reading weeks.

Indigenous Spaces and Pathways on Campus



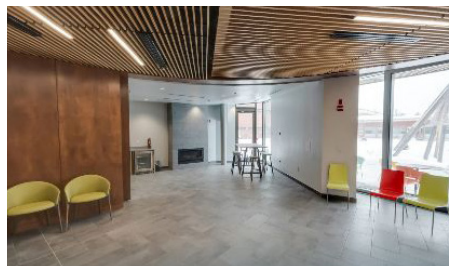
Nawapon, an Algonquin word that translates as “gathering strength for the journey,” is the name for the Indigenous Learning Commons. Nawapon serves as a gathering place for the College community, as well as a place where the College hosts events.



Pidàban is the name for Room C251 on the second floor of the DARE District. Pidàban translates as “past, present, and future” — alludes to the natural phenomena of “daybreak,” that moment in the morning when night becomes a new day.



Ishkodewan is the title for the outdoor courtyard with its Gathering Circle and fire-vessel. The word means “there is fire.” Ishkodewan is used for special ceremonies and also functions as an outdoor classroom.



The Lodge is a circular space within Nawapon that is used for smaller gatherings.



Kejeyàdizidjigwogamig means Knowledge Keeper's Place. The third-floor library serves as a repository of traditional Indigenous Knowledge. The small, raised platform near the circulation desk with its curving glass barrier showcases Indigenous oration and storytelling.

- Three Sisters Garden
- Indigenous Pathways and Corridors
- Indigenous Streets
- Medicine Wheel Garden in Pembroke

To learn more visit algonquincollege.com/tri or contact Anita Tenasco, Director, Indigenous Initiatives tenasca@algonquincollege.com.

BRIGHT FUTURE

Mígwech
Thank you



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