

INDIGENOUS STRATEGIC PLAN

2020 COMMUNITY UPDATE



Greetings from Dr. Linda ManyGuns, PhD, Associate Vice-President of Indigenization and Decolonization

I have been made to feel very welcome since joining Mount Royal University on May 1, 2021, and I would like to thank all members of the community, including the Elders whose wisdom guides the University.

I was born in the Tsuut'ina Nation and registered at Siksika. I am an elder for the Buffalo Women's Society and part of the Beaver Bundle Society. Traditional knowledge informs my respect for all life and all thoughts, and I believe transformation should be a gentle process that reflects and integrates all thoughts in a consensus model. I am pleased to share progress made over the past year towards indigenization and decolonization at Mount Royal.

GENERAL FACULTIES COUNCIL (GFC) APPROVED A KEY MOTION IN SUPPORT OF INDIGENIZING CURRICULUM

On April 16, 2020 GFC approved a motion from the Academic Indigenous Advisory Committee. The motion paved the way for all major programs to amend as necessary their degree completion requirements to ensure every student completes the equivalent of at least 3.0 credits of Indigenous content coursework before graduation.

KEY EVENTS STRENGTHENED MOUNT ROYAL'S COMMITMENT TO INDIGENIZATION

The number of campus events showcasing Indigenous culture and ways of knowing increased from five in 2018/19 to 14 in 2019/20. They included the screening of Indigenous films and a book reading, a workshop and a webinar on different aspects of indigenization at post-secondaries, both a pipe and buffalo robe transfer ceremony, a talking circle on Indigenous health, a Wet'suwet'en day of action, a scholar-in-residence program, two Indigenous learning days, Otahpiaaki, an Indigenous fashion week, and an online professional development series. Events since March 2020 have been cancelled due to the pandemic.

TRANSALTA SUPPORTED OUTDOOR SPACES IN HOUSING

TransAlta supported the Indigenous Family Housing Program by providing \$40,000 in funding for cultural programming and enhancements to outdoor spaces, such as the Family Tipi, outdoor furniture and play equipment for the families' use. TransAlta and Mount Royal have enjoyed nearly 30 years of partnership.

INDIGENOUS GRADUATION CEREMONIES RECOGNIZED STUDENTS' SUCCESS

Every year in spring and fall, the Iniskim Centre and Mount Royal host a graduation and pow-wow to celebrate the accomplishments of Indigenous students. Due to COVID-19, the spring 2020 celebration was cancelled. Last November, the Iniskim Centre hosted a drive-up event, including an Elder blessing, gifting and acknowledgement ceremony to honour 22 degree students and eight graduates of the Indigenous University Bridging Program (IUBP).

4 SEASONS OF RECONCILIATION ONLINE TRAINING COURSE OFFERED TO EMPLOYEES

Beginning last year, Mount Royal subscribed to an online, self-paced training course for all employees, called 4 Seasons of Reconciliation, developed by First Nations University of Canada. This particular program offers the individual learner a basic understanding of the troubling legacy of colonization in Canada, but also the resiliency of Indigenous Peoples and stories of reconciliation.

I look forward to sharing further progress in the year ahead.



PERFORMANCE INDICATORS

The self-identified Indigenous student population at Mount Royal is small at present (6.1 per cent as of 2019/20), but is growing towards the target of 7.0 per cent of the overall student population by 2025. The retention rate among Indigenous students continues to equal the retention rate for non-Indigenous students.

Increase the proportion of qualified self-identified Indigenous student applicants for credit-term programs ^{1,2}

Baseline: 2015/2016	2016/17	2017/18	2018/19	2019/20
74.9%	76.4%	77.0%	79.9%	79.9%

Maintain the proportion of IUBP graduates who enrol in a Mount Royal credit program the next academic year.³

Baseline: 2015/2016	2016/17	2017/18	2018/19	2019/20
75.0%	94.4%	79.3%	84.2%	82.6%

**Due to the relatively small number of students enrolled in, and who graduate from, IUBP per academic year, slight changes in the number of graduates, or number of graduates who enrol in credit programs, can have a significant impact on overall percentages year over year.*

Increase the percentage of self-identified Indigenous students who graduate within five and six years of starting their program.⁴*

	Fall 2013 cohort	Fall 2014 cohort	Fall 2015 cohort
Five-year graduation rate	Indigenous: 55.9% Non-Indigenous: 58.0%	Indigenous: 53.2% Non-Indigenous: 58.9%	Indigenous: 57.3% Non-Indigenous: 60.4%
Six-year graduation rate	Indigenous: 62.7% Non-Indigenous: 65.2%	Indigenous: 60.3% Non-Indigenous: 65.7%	Data available Fall 2021

**Numbers subject to slight change due to late applications for graduation.*

1 Includes all MRU FLE generating programs, excluding TVP and ESL

2 Indigenous Applicant Funnel Report

3 Iniskim Centre report of IUBP graduates and Banner enrolment data

4 Institutional Research & Planning Retention and Graduation visualization

Additional measures are available at mru.ca/ISPperformance.