



setting more hospitable to Indigenous students and offering them adequate support that would ensure their academic success.

Alignment with Mission

In keeping with the spirit of SSMU's history of leadership on issues of equity and social justice, a more robust policy would enable more effective support through SSMU for Indigenous students at McGill, ensuring their academic success.

This policy requires clearer implementation strategies, recognizes a plurality of Indigenous perspectives, and designates a person (the Indigenous Affairs Commissioner) whose mandate mainly concerns the best interests of Indigenous students to carry out these implementations strategies with broader capabilities in doing so.

Overview of Proposed Amendments

Changes to Background paragraph

The proposed amendments make substantial changes early in the document, beginning with the 'Background' section. An emphasis on Indigenous student consultations is introduced as of the first paragraph and woven into the remainder of the document as appropriate. This is done to ensure that SSMU Indigenous Affairs builds rapport with Indigenous students and maintains ongoing dialogue with them so that SSMU Indigenous Affairs may remain aware of all issues as they arise and constantly evolve to meet the needs of Indigenous students. This constant flexibility ensures that systemic deficiencies are identified promptly so that no Indigenous student goes unheard or left behind in terms of support. Practical means of achieving social justice are also highlighted as possible avenues for engaging with Indigenous students and surrounding Indigenous communities on Indigenous issues.

New 'Implementation' section

A new implementation section has been introduced to the policy. Having an implementation strategy is a crucial addition to this document, as without it, the original document remains somewhat aspirational in nature as responsibilities for its implementation are left to the Offices of the Vice-President (External Affairs) and the President to provide direction to the Indigenous Affairs Commissioner. This creates an additional (and unnecessary) time burden and barrier to acting on issues as they arise and requires more input and supervision from the individuals who occupy those positions while not necessarily being able to spend the time required of them to remain well-informed of issues that Indigenous students face. The new policy provides a clear mandate to the Indigenous Affairs



Commissioner, as the representative of Indigenous students within the SSMU, to coordinate actions in five key areas with SSMU held responsible as an ally to better enable the flexibility needed to ensure the wellbeing and success of every Indigenous student.

Emphasis on a plurality of Indigenous perspectives

Relationship building with students and the larger Indigenous community and consultations are emphasized to meet the needs of Indigenous Students and in order to better recognize the plurality of Indigenous voices on campus and beyond. This plurality is also recognized explicitly in the updated “Truth and Reconciliation Commission of Canada” section, which mentions that the TRC framework, while helpful, is not universally accepted as meeting the needs of all Indigenous peoples. As such, the SSMU will support the TRC Calls to Action based on community consultation and direction.

More active wording

Where feasible and required, wording such as “endeavour to”, “consider”, and “support”, have been replaced by more active phrasing to better ensure the implementation of implement of various sections of the policy. The former wording translates to a lack of concrete actionables for involved SSMU representatives in supporting Indigenous students.

Enforcement policy added

A new section regarding the enforcement of the policy has been added to ensure better adherence to the policy in a manner that is fair and while maintaining good relations among affected parties.

Consultations Completed

Consulted with SSMU Vice-President, (External Affairs) and Indigenous students themselves through in-person consultation sessions.

Risk Factors and Resource Implications

A less robust Indigenous Solidarity Policy will mean continued dissatisfaction of Indigenous Students in accessing SSMU services and of overall experience at McGill. A resource implication is that the Indigenous Affairs commissioner would be better equipped to implement the policy and be provided with a clearer mandate and objectives.



Sustainability Considerations

There are no sustainability considerations as this is a service.

Impact of Decision and Next Steps

The Indigenous Affairs committee will be notified and the Indigenous Affairs Commissioner will proceed in implementing the policy.

Motion or Resolution for Approval

Be it Resolved that the SSMU Legislative Council adopt the amended Indigenous Solidarity Policy in Appendix A.

The SSMU Legislative Council adopts the actionable aspects of this updated policy and any grammatical or legal changes necessary do not need the re-approval of the Legislative Council..

Results of the Vote

In favour ()
Opposed ()
Abstain ()



Appendix A : Indigenous Solidarity Policy- PROPOSED AMENDMENTS

1. Background

The SSMU Constitution commits the SSMU to demonstrating leadership in matters of human rights, social justice and environmental protection. The SSMU acknowledges that McGill University is located on traditional Kanien'kehá:ka territory in the Constitution and has historically failed to promote and respect Indigenous voices. Indigenous solidarity is a crucial component of practicing social justice, and the SSMU recognizes that Indigenous students face a number of unique barriers and challenges to their well-being and learning opportunities on campus. As such, the SSMU recognizes the authority of Indigenous student bodies on this topic and commits to providing solidarity and allyship to ensure their wellbeing and success during their time at McGill. The thoughts, opinions and needs of Indigenous students will remain an influential driving force behind SSMU decisions and actions.

SSMU's history of leadership on issues of equity and social justice, demonstrated through such documents as the Constitution and the Equity Policy. Because Indigenous solidarity is a crucial component of practicing social justice, the Indigenous Solidarity policy aims to further this commitment by taking measures such as the following:

- Running public awareness campaigns that recognize under-addressed components of Indigenous history;
- Adapting current SSMU services to better support and meet the needs of Indigenous students
- Engaging in continuous consultation, via the Indigenous Affairs Commissioner, as to how the SSMU can best adapt in supporting Indigenous students
- Engaging with the territories and offer specific support mechanisms to Kanien'kehá:ka students
- Improving and increasing access to supports for Indigenous students;
- Lobbying the University to prioritize Indigenous solidarity in service provision and academia
- Calling out and taking swift action when injustices are seen to be occurring individually or collectively against any one or many Indigenous students;
- Ensuring consequences follow from actions taken against the interests and wellbeing of any one or many Indigenous students
- Undertaking other tasks as necessary to achieve the objectives targeted by this policy

The SSMU recognizes the historical and ongoing oppression of Indigenous peoples both in the McGill community and society-at-large. In particular, the SSMU acknowledges that both McGill University and the SSMU have historically failed to recognize and address their role in colonialism and the ongoing oppression of Indigenous peoples. This policy aims to address those oppressions and commits the SSMU to prioritizing Indigenous voices and histories in its activities. The SSMU recognizes a plurality of Indigenous voices and identities both in the Canadian context and internationally, however this policy focuses primarily on Indigenous peoples in Canada.

This commitment is further demonstrated as the SSMU has implemented a traditional territory acknowledgement statement for meetings as follows:

The SSMU acknowledges that McGill University is situated on the traditional and unceded territory of the Anishinaabeg and Haudenosaunee nations. The SSMU recognizes and respects these nations as the true and constant custodians of the lands and waters on which we meet today. Further, the SSMU commits to and respects the traditional laws and customs of these territories.

2. Scope



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This policy shall apply to all:

1. Staff, elected representatives and business operations of the SSMU.
2. Activities and events hosted or promoted by the Society.
3. Written or graphic material, which is published, distributed or endorsed by the Society.
4. Clubs, Services, and SSMU Representatives to Independent Student Groups.
5. Any other individuals, student groups or events relating to SSMU activities.

3. Definitions

Indigenous: Refers to a person who self-identifies as First Nations (status or non-status), Inuit, Metis, American Indian, Alaskan Natives and Native Hawaiians.

Indigenous Community: Refers to a group of Indigenous people with shared background and/or interests including, but not limited to, reserves, non-status communities, urban Indigenous communities or community groups.

Stakeholders – Refers to any person or group who has an interest in the outcome of a decision or event related to Indigenous issues or who has relevant expertise, including, but not limited to, the First Peoples' House, the Social Equity and Diversity Education.

4. Implementation

The Policy shall mandate the Society to act in five key areas related to Indigenous Solidarity: consultation and decision-making; support for Indigenous students; support for Indigenous communities; advocacy and solidarity within the university; and physical campus environment.

Such efforts will be coordinated by the Indigenous Affairs Commissioner --as the representative of Indigenous students within the SSMU-- with the Society being held responsible as an ally to the Indigenous student community. As such, the Indigenous Affairs Commissioner will coordinate with and prepare allyship status reports to the SSMU Board of Directors. In execution of this policy, the Indigenous Affairs Commissioner will maintain lateral relations with the SSMU Vice-President (University Affairs) in fulfilling the mandates outlined below.

- Promote awareness of supports and services available to Indigenous students
- Build ongoing rapport with Indigenous students to ensure their voices are heard and needs are met
- Ensure Indigenous students have adequate access to mental health care and supports
- Take definitive steps to expand the Indigenous Studies program
- Expand access to services that are in high demand for Indigenous students
- Facilitate access to off-campus supports and services for Indigenous students
- Ensure the availability of cultural activities and practices conducive to the wellbeing of Indigenous students

1.0 Consultation and Decision-Making

The SSMU recognizes the importance of developing relationships with McGill-based and local Indigenous groups that are grounded in open communication and respect. Furthermore, the SSMU acknowledges that meaningful advocacy and decision-making can only occur in dialogue and ongoing engagement with Indigenous communities. All consultation efforts should take into account the diversity of Indigenous peoples and perspectives as well as the awareness that some perspectives may at times be harmful to



Indigenous students and community members. The SSMU shall institutionalize consultation protocols through the following actions:

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1.1 Each academic year, the Office of the Vice-President (External Affairs) shall compile an internal document with the contact information of all relevant Indigenous Stakeholders, including University units, student groups, external organizations, individuals and local community groups. The SSMU will act in good faith with these Stakeholders based on First Refusal Rights and only refer students to them with their explicit permission. This document shall serve to facilitate consultation and shall be updated on an annual basis. In the event where SSMU has been found not acting in good faith with these Stakeholders, SSMU will consult with these Stakeholders to determine the best course of action to make amends for its failure to do so.

1.2 The Office of the Vice-President (External Affairs) and Vice-President (Student Life) shall produce and distribute a consultation guide for reference by Clubs, Services and Independent Student Groups in their activities. The Indigenous Affairs Committee shall be responsible for making appropriate changes as needed and approving this guide and overseeing consultation requests in collaboration with the relevant Executive Officer(s).

1.3 The Offices of the Vice-President (External Affairs) and the President shall work to expand formal and informal opportunities for Indigenous student participation within the SSMU, including by actively reaching out to Indigenous student groups for their input on the role in Indigenous Student life.

1.4 The Office of the Vice-President (External Affairs) shall consult relevant Stakeholders in Indigenous student life at the University, as well as local Indigenous communities, regarding the renewal and revision of this policy before it expires.

1.4.1 All consultation processes shall involve an official meeting with notice at least 30 days prior, in addition to a minimum of 14 days to review the policy before it is submitted to the SSMU Legislative Council. The feedback must be presented with the renewal of this policy.

1.5 For any matters involving Indigenous student life at McGill which are not covered within this policy, the Office of the Vice-President (External Affairs) shall consult the aforementioned Stakeholders for direction.

1.6 The Office of the Vice-President (External Affairs) shall seek out and implement any additional means through which to appropriately recognize and compensate Indigenous students and Stakeholders for their consultation and contributions.



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2.0 Support for Indigenous Students

The SSMU, through the Offices of the Vice-President (Student Life) and the Vice-President (University Affairs), shall ensure that support for Indigenous students and student groups shall remain a priority. The SSMU shall improve support for Indigenous students and student groups at the University. This shall occur through the following actions:

2.1 The Office of the Vice-President (Student Life) shall provide Stakeholder-identified educational and consultation resources to student groups in an effort to ensure that adequate support and consideration is provided to Indigenous students, accounting for their unique perspectives, experiences, and needs.

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2.2 The Executive Committee shall ensure that Traditional Territory Acknowledgements are included as part of all public SSMU-organized events in whatever form is most appropriate.

2.2.1 The Executive Committee shall also endeavor to increase the visibility and breadth of Traditional Territory Acknowledgements at other events in the McGill community.

2.2.2 The Office of the Vice-President (Student Life) shall be responsible for ensuring that Traditional Acknowledgements are made at events organized by SSMU Clubs and Services and Independent Student Groups.

2.2.3 The Funding Committee shall request that student groups make Traditional Territory Acknowledgements at all events funded by the Society.

2.3 The Offices of the Vice-President (University Affairs) and the Vice-President (Student Life) shall advocate for University-run services to provide adequate support for Indigenous students, accounting for their unique perspectives and needs. This includes, but is not limited to, targeted support for financial aid, housing, academic advising, peer mentorship, mental health support, and career services.

2.4 The Office of the Vice-President (External Affairs) shall provide Indigenous student groups on campus with all access to room booking privileges in the University Centre equivalent to those of any Full-Status Club.

2.5 The Club Committee shall consider the underrepresentation of Indigenous students at McGill University when assessing Club applications from Indigenous student groups and will waive membership requirements for these students where appropriate. The Legislative Council will ensure that this underrepresentation is accounted for prior to approving relevant reports of the Club Committee.

3.0 Support for Indigenous Communities

3.1 The Office of the Vice-President (External Affairs) shall maintain outreach efforts to Stakeholders in local Indigenous communities. This shall include, but is not limited to, an open



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invitation for dialogue at the beginning of each academic year, as well as issue-specific dialogue throughout the year. If requests that contact cease or be avoided at any point throughout this process, such a request shall be immediately respected. Various methods of contact shall be used- depending on the needs and resources of the group, including, but not limited to, phone calls, email messages, and in-person meetings.

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3.2 Indigenous communities shall receive First Refusal Rights for services including, but not limited to, speaking engagements, education or instruction, and artistic or cultural production that are relevant to Indigenous events organized by the SSMU. The SSMU shall strive to prioritize Indigenous-run businesses for such events whenever possible.

4.0 Advocacy & Solidarity within the University

The SSMU shall act in meaningful solidarity with Indigenous peoples through building and maintaining relationships with Indigenous communities; facilitating opportunities for self-representation wherever possible; incorporating a variety of perspectives in decision-making; and otherwise working towards the participation of Indigenous peoples in advocacy and policy development, as is desired by Indigenous community members. The SSMU shall follow the leadership of and defer to Indigenous peoples advocating on their own behalf.

4.1 The Offices of the Vice-President (University Affairs) and President shall lobby the University to actively respect, consult with, and take direction from Indigenous Stakeholders and to increase Indigenous presence on the University campus as a whole.

4.2 The Offices of the Vice-President (University Affairs) and President shall work with the University to better recruit, retain, and support Indigenous students, including by ensuring that pertinent data regarding current and incoming Indigenous students is collected, maintained, and assessed on a regular basis in order to determine where additional supports are needed, and by streamlining the admissions process among various faculties.

4.3 The Offices of the Vice-President (University Affairs) and the President shall advocate for increasing the number of tenured Indigenous faculty and support staff members at the University through equitable and cluster hiring, the development of a full Indigenous Studies department and integrating Indigenous knowledge and history into existing courses and programs. Such roles must avoid tokenization, be substantive and authoritative, and avoid being only symbolic.

4.4 The Offices of the Vice-President (University Affairs) and President shall lobby the University to ensure that Indigenous peoples have a substantive and authoritative formal role in the decision-making processes of the University, such as through representation of the Board of



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Governors and in senior administrative positions. Such a role must avoid tokenization, be substantive and authoritative, and avoid being only symbolic.

5.0 Physical Campus Environment

The SSMU shall advocate for the development of physical and symbolic representations on campus that reflect Indigenous histories and continued presence on the land, specifically that of the Haudenosaunee and Anishinaabeg peoples. Such efforts shall be undertaken with the goal of educating the community-at-large as well as developing spaces that facilitate the comfort, well-being, and cultural activities of Indigenous students. Furthermore, all activities should account for diversity in artistic and cultural representations; the societal prevalence of pan-Indigenous stereotypes; and the role of self-identification in Indigeneity and cultural expression.

5.1 The Office of the President shall ensure that there is a visible Indigenous presence in the University Centre building. This includes, but is not limited to, art displays produced by Indigenous artists; room and building naming, and creating or modifying spaces to accommodate cultural activities, such as smudging.

5.2 The Offices of the Vice-President (University Affairs) and President shall lobby the University to ensure that there is visible Indigenous representation in the campus environment of the University including, but not limited to, room and building naming; and creating or modifying spaces to accommodate cultural activities such as smudging.

5. TRUTH AND RECONCILIATION COMMISSION OF CANADA

The Truth and Reconciliation Commission (TRC) of Canada released its final report, including 94 Calls to Action, in 2015. The SSMU recognizes that the TRC framework is not universally accepted and does not meet the needs of all Indigenous peoples. However, it shall actively support the implementation and maintenance of these Calls to Action based on community consultation and direction, taking into account other local resurgence, nationhood, self-determination and self-governance frameworks. There shall be a particular focus on Calls to Action 6-17, 62-66 and 87-92, as these recommendations focus on issues within the scope of a university institution, including *Education, Language and Culture, Education for Reconciliation, Sports and Reconciliation, and Business and Reconciliation*.

6. ACCOUNTABILITY

All staff and elected representatives of the SSMU are accountable for the implementation of this policy. To this end, the vision, planning, and decision-making of the Society should uphold the principles, support measures, and consultation protocols outlined in this document. Furthermore, the Legislative Council is responsible for ensuring that all Executive Officers and Committees integrate and communicate this commitment in their activities as well as in the development, implementation, and evaluation of new initiatives.



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Reporting

The Office of the Indigenous Affairs Commissioner shall report to the Legislative Council once per semester on the status of the mandates contained in this policy. The SSMU shall ensure that this report be made available to Stakeholders in an accessible format.

Enforcement policy

If at any point, SSMU or any of its members or officials have or are seen to be disregarding this policy, discussions with affected parties must be held on how to rectify the situation and on appropriate amends to be made.

FOR APPROVAL



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FOR APPROVAL



Appendix B

Anatomy of Indigenous solidarity policy changes

Background

As awareness of the impacts of colonialism and the disadvantage imposed on Indigenous peoples becomes increasingly proven and known through consultations with Indigenous students, SSMU Indigenous Affairs seeks to evolve to further meet the needs of Indigenous students by implementing appropriate changes to policies directed at ensuring their wellbeing.

Through the Indigenous Solidarity Policy, SSMU “recognizes the historical and ongoing oppression of Indigenous peoples both in the McGill community and society-at-large. In particular, the SSMU acknowledges that both McGill University and the SSMU have historically failed to recognize and address their role in colonialism and the ongoing oppression of Indigenous peoples. The policy aims to address those oppressions and commits the SSMU to prioritizing Indigenous voices and histories in its activities.”

Through consultations with Indigenous students, we have gained a better understanding of the challenges and barriers they face in their daily and academic lives and of the work still needed to be done to correct the historical disadvantages that persist to this day. While the Indigenous Solidarity Policy was a huge step in advancing progress for Indigenous Students at McGill, the natural and timely measure to be taken at this point in time is to review its effectiveness and make updates in areas that would help address the structural deficiencies that Indigenous students continue to experience while attending McGill.

Overview of key changes proposed

Changes to Background paragraph

The proposed amendments make substantial changes early in the document, beginning with the ‘Background’ section. An emphasis on Indigenous student consultations is introduced as of the first paragraph and woven into the remainder of the document as appropriate. This is done to ensure that SSMU Indigenous Affairs builds rapport with Indigenous students and maintains ongoing dialogue with them so that SSMU Indigenous Affairs may remain aware of all issues as they arise and constantly evolve to meet the needs of Indigenous students. This constant flexibility ensures that systemic deficiencies are identified promptly so that no Indigenous student goes unheard or left behind in terms of support. Practical means of achieving social justice are also highlighted as possible avenues for engaging with Indigenous students and surrounding Indigenous communities on Indigenous issues.

Implementation section introduced

A new implementation section has been introduced to the policy. Having an implementation strategy is a crucial addition to this document, as without it, the original document remains somewhat aspirational in nature as responsibilities for its implementation are left to the Offices of the Vice-President (External Affairs) and the President to provide direction to the Indigenous Affairs Commissioner. This creates an additional (and unnecessary) time burden and barrier to acting on issues as they arise and requires more input and supervision from the individuals who occupy those positions while not necessarily being able to spend the time required of them to remain well-informed of issues that Indigenous students face. The new policy provides a clear mandate to the Indigenous Affairs Commissioner, as the representative of Indigenous students within the SSMU, to coordinate actions in five key areas with SSMU held



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responsible as an ally to better enable the flexibility needed to ensure the wellbeing and success of every Indigenous student.

Emphasis on a plurality of Indigenous perspectives

Relationship building with students and the larger Indigenous community and consultations are emphasized to meet the needs of Indigenous Students and in order to better recognize the plurality of Indigenous voices on campus and beyond. This plurality is also recognized explicitly in the updated “Truth and Reconciliation Commission of Canada” section, which mentions that the TRC framework, while helpful, is not universally accepted as meeting the needs of all Indigenous peoples. As such, the SSMU will support the TRC Calls to Action based on community consultation and direction.

More active wording

Where feasible and required, wording such as “endeavour to”, “consider”, and “support”, have been replaced by more active phrasing to better ensure the implementation of various sections of the policy. The former wording translates to a lack of concrete actionables for involved SSMU representatives in supporting Indigenous students.

Enforcement policy added

A new section regarding the enforcement of the policy has been added to ensure better adherence to the policy in a manner that is fair and while maintaining good relations among affected parties.

Table of proposed changes

The following pages contain a detailed table summary of all proposed changes to the Indigenous Solidarity document.



(Due to formatting issues, scroll to table summary of changes in next remaining pages).

Page #, para #		New policy	Old policy	Screenshot if applicable
1	1	Whereas clauses exist but taken out as per old version, jumps into Background	No whereas clauses; previous version	<p>Indigenous Solidarity Policy- PROPOSED AMENDMENTS</p> <p>Proposed Changes to "Whereas" clauses</p> <p><i>Whereas</i>, the SSMU acknowledges that McGill University is located on traditional Kanier</p> <p><i>Whereas</i>, the SSMU Constitution commits [the SSMU] to demonstrating leadership in matte environmental protection ;</p> <p><i>Whereas</i>, the SSMU has historically failed to promote and respect Indigenous voices with</p> <p><i>Whereas</i>, Indigenous students face a number of unique barriers and challenges to their wel campus;</p>
<p>Recommendation:</p> <p>Add whereas clause information to Background section in updated version. Updated whereas clauses provide valuable information that adding specificity and further context for the reader of this policy.</p>				
1	2-3	Contains a list of undertakings targeted by ISP	No undertakings present	<p>1. Background</p> <p>The SSMU has a history of leadership on issues of equity and social justice, demonstrated through such docum as the Constitution and the Equity Policy. The Indigenous Solidarity policy aims to further this commitment by undertaking</p> <ol style="list-style-type: none"> Public awareness campaigns that recognize under-addressed components of Indigenous history; Adapting current SSMU services to better support and meet the needs of Indigenous students Engaging in continuous consultation, via the Indigenous Affairs Commissioner, as to how the SSMU c best adapt in supporting Indigenous students Engage with the territories and offer specific support mechanisms to Kanien'kehà:keka students improve supports for Indigenous students:
<p>Recommendation:</p> <p>The current wording could potentially lock future IAC governance structures into campaigning or other projects that do not fit an ever- Indigenous students may face. While these tasks ought to be strongly encouraged, they ought not to lock SSMU IA staff into commitm sense within their current mandates. I therefore suggest changing wording to "aims to further this commitment by undertaking" to "aim commitment by undertaking tasks such as the following:"</p>				
1	3	Contains a list of undertakings targeted by ISP	No undertakings present	<ol style="list-style-type: none"> Public awareness campaigns that recognize under-addressed components of Indi Adapting current SSMU services to better support and meet the needs of Indigeno Engaging in continuous consultation, via the Indigenous Affairs Commissioner, as best adapt in supporting Indigenous students Engage with the territories and offer specific support mechanisms to Kanien'kehà: improve supports for Indigenous students; and lobby the University to prioritize Indigenous solidarity in service provision and The SSMU recognizes a plurality of Indigenous voices and identities both in the C internationally, however this policy focuses primarily on Indigenous peoples in Car <p>o Whereas, the thoughts, opinions and needs of Indigenous students will always be an influ</p>



Recommendation: <ul style="list-style-type: none"> - Change to bulleted list to give reader the impression that the list is not finite - Add “Other tasks as necessary to achieve the targeted objectives of this policy” to ensure other measures are available to SSMU policy objectives 				
1	4	New policy does not contain scope	Specifies to whom or which contexts the policy applies	Scope This policy shall apply to all: <ol style="list-style-type: none"> 1. Staff, elected representatives and business operations of the SSMU 2. Activities and events hosted or promoted by the Society. 3. Written or graphic material, which is published, distributed or endorses 4. Clubs, Services, and SSMU Representatives to Independent Student
Recommendation: <ul style="list-style-type: none"> - New policy should contain scope as per existing approved version - Suggest that updated policy contain the following fifth scope target: “Any other individuals, student groups or events relating - This wording could be more vague to be more broadly interpreted: “Any other entities, events, activities or otherwise associat 				
1-2	5	Updated policy does not have Definitions section	Old policy has the following definitions: Indigenous, Indigenous Community, Stakeholders, First Refusal Rights, Traditional Territory Acknowledgement	Definitions <i>Indigenous:</i> Refers to a per Inuit, Metis, American India <i>Indigenous Community:</i> Re and/or interests including, Indigenous communities or
Recommendation: <ul style="list-style-type: none"> - Re-add definitions for clarity 				
1old /2new	2	Updated policy mentions SSMU in addition to McGill has also failed to recognize and address its role in colonialism	Old policy only refers to McGill as the perpetrator of colonialism	Furthermore, the SSMU recognizes the historical and ongoing oppression of Indigenous community and society-at-large. In particular, the SSMU acknowledges that both McGill and the SSMU have historically failed to recognize and address their role in colonialism and the oppression of Indigenous peoples. This policy aims to address those oppressions and commits the SSMU to recognizing its histories in its activities.
Recommendation/comments: <ul style="list-style-type: none"> - this is a way to remind the reader that SSMU recognizes its own shortcomings and its commitment to anti-oppression measures and supports for Indigenous people and is a step in providing context for the proposed changes 				



1old /2new	3	Updated policy changes reminds the reader that the territory on which McGill sits is on unceded territory	Old policy does not specify unceded territory	<p>The SSMU acknowledges that McGill University is situated on the traditional Anishinaabeg and Haudenosaunee nations. a place which has long served amongst various Indigenous peoples. The SSMU recognizes and respects the constant custodians of the lands and waters on which we meet today. Further, the traditional laws and customs of these territories.</p>
<p>Recommendations/Comments: This reminds the reader that the Anishnaabeg and Haudenosaunee did not give up their land, helping to emphasize the seriousness of the reader/attendee of events that they were not given permission by the original inhabitants of this land to be there.</p>				
1old /2new	3	Updated policy changes remove wording about territory being a place of meeting and exchange amongst various peoples	Old policy has about territory being a place of meeting and exchange amongst various peoples	<p>The SSMU acknowledges that McGill University is situated on the traditional Anishinaabeg and Haudenosaunee nations. a place which has long served amongst various Indigenous peoples. The SSMU recognizes and respects the constant custodians of the lands and waters on which we meet today. Further, the traditional laws and customs of these territories.</p>
<p>Recommendations/comments: - Readers may infer that people of the nations who have not ceded the territory are okay with them being on the territory for me (like in a classroom or conference setting) as these other nations used to do, and that they should feel somewhat ok about this - Leaving this wording out excludes this possibility</p>				
1old /2new	3	Updated policy changes mentions that SSMU commits to and respects the traditional laws and customs of these territories	Old policy leaves out part about respecting laws and customs of unceded territories	<p>The SSMU acknowledges that McGill University is situated on the traditional Anishinaabeg and Haudenosaunee nations. a place which has long served amongst various Indigenous peoples. The SSMU recognizes and respects the constant custodians of the lands and waters on which we meet today. Further, the traditional laws and customs of these territories.</p>
<p>Recommendations/comments: - While this has the potential to sound intimidating to the reader, this addition paves the way for learning about traditional laws territories through education campaigns and helps to raise awareness and appreciation for the fact that Indigenous societies have customs</p>				



2new	3	Updated policy provides a means for its implementation	Previous approved policy has no implementation strategy	<p>4. Implementation</p> <p>The Policy shall mandate the Society to take action in</p> <p>five key areas related to Indigenous Solidarity: consultation and support for Indigenous communities; advocacy and solidarity within</p> <p>Such efforts will be coordinated by the Officer of the Vice-President Indigenous Affairs Commissioner.</p> <p>Such efforts will be coordinated by the Indigenous Affairs Commission</p>
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Recommendation/comments:
 Having an implementation strategy departs from the vagueness of the original wording and provides a clear mandate to commit to Indigenous identifying clear steps and concrete action and deliverables.

2new	3	Updated policy identifies IAC as person responsible for fulfilling specific mandates in its implementation and SSMU as an ally to Indigenous Student Community	Previous approved policy has no implementation strategy or person in charge of fulfilling mandates	<p>4. Implementation</p> <p>The Policy shall mandate the Society to take action in</p> <p>five key areas related to Indigenous Solidarity: consultation and decision-making; support for Indigenous communities; advocacy and solidarity within the university;</p> <p>Such efforts will be coordinated by the Officer of the Vice-President (External Affairs) Indigenous Affairs Commissioner.</p> <p>Such efforts will be coordinated by the Indigenous Affairs Commissioner- as the responsible students within the SSMU- with the Society being held responsible as an ally to the Board of Directors. In execution of this policy, the Indigenous Affairs Commissioner will coordinate with and prepare all the SSMU Vice-President (University Affairs) in fulfilling the mandates outlined below</p>
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Recommendation/comments:

- This provides clear direction on who carries out and is responsible for the implementation of this policy, eliminating confusion of implementation strategies and accountability



2ne w	3	Updated policy tasks the IAC with preparing allyship reports to SSMU and that IAC will maintain lateral relations with the SSMU Vice-President of University Affairs in fulfilling mandates		<p>4. Implementation</p> <p>The Policy shall mandate the Society to take action in</p> <p>five key areas related to Indigenous Solidarity: consultation and decision-making support for Indigenous communities; advocacy and solidarity within the university.</p> <p>Such efforts will be coordinated by the Officer of the Vice-President (External Affairs) and the Indigenous Affairs Commissioner.</p> <p>Such efforts will be coordinated by the Indigenous Affairs Commissioner- as the Society's ally to Indigenous students within the SSMU- with the Society being held responsible as an ally to Indigenous students. As such, the Indigenous Affairs Commissioner will coordinate with and prepare reports to the Board of Directors. In execution of this policy, the Indigenous Affairs Commissioner will coordinate with the SSMU Vice-President (University Affairs) in fulfilling the mandates outlined below.</p>
2ne w	3	Updated policy provides list of mandates to be fulfilled by the IAC		<p>Board of Directors. In execution of this policy, the Indigenous Affairs Commissioner will coordinate with the SSMU Vice-President (University Affairs) in fulfilling the mandates outlined below.</p> <ul style="list-style-type: none"> Promote awareness of supports and services available to Indigenous students Build ongoing rapport with Indigenous students to ensure their voices are heard Ensure Indigenous students have adequate access to mental health care and support Take definitive steps to expand the Indigenous Studies program Promote awareness of supports and services available to Indigenous students Expand access to services that are in high demand for Indigenous students Facilitate access to off-campus supports and services for Indigenous students Ensure the availability of cultural activities and practices conducive to the well-being of Indigenous students
<p>Recommendations/comments:</p> <ul style="list-style-type: none"> These mandates are important, as they are very relevant and current to the existing cohort of Indigenous students who have identified these as priorities for them. 				
2	2	Section on Truth and Reconciliation Commission of Canada placed at bottom of new document		<p>1.0 Truth and Reconciliation Commission of Canada</p> <p>In the larger context of Canada, the Truth and Reconciliation Commission's final report and 94 Calls to Action in 2015. The SSMU shall ensure the implementation and success of these Calls to Action whenever possible. These Calls to Action shall be put on Calls to Action 6-17, 62-66 and 87-92, as these Calls to Action fall within the realm of a university including Education, Language and Culture, Indigenous Reconciliation, Sports and Reconciliation and Business and Reconciliation.</p> <p>2.0 Consultation</p>
<p>Recommendations/Comments:</p> <ul style="list-style-type: none"> See below near end of table 				



3	1	Title and wording under Consultation and Decision-Making changed to reflect ongoing consultation efforts, and take into account diversity of indigenous peoples and views	Old policy mentions consultation but does not mention it in an ongoing way nor the plurality of Indigenous perspectives	<p>1.0 Consultation and Decision-Making</p> <p>The SSMU recognizes the importance of developing relationships with Indigenous groups that are grounded in open communication and respect. The SSMU acknowledges that meaningful advocacy and decision-making require ongoing engagement with Indigenous communities. All consultations must account the diversity of Indigenous peoples and perspectives as well as recognize that some perspectives may at times be harmful to Indigenous students. The SSMU shall institutionalize consultation protocols through the following:</p>
<p>Recommendations/comments:</p> <p>This was a timely and much-needed update that helps steer otherwise well-intentioned people away from pan-indigeneity.</p>				
3	2	Updated document clarifies who the relevant stakeholders are and emphasizes consent in dealings with various Indigenous stakeholders	Wording in old document is vague and does not give examples of various stakeholders or any notions of consent.	<p>1.1 Each academic year, the Office of the Vice-President (External Affairs) shall create an internal document with the contact information of all relevant Indigenous Stakeholders, including University units, student groups, external organizations, individuals and local community groups. The SSMU will act in good faith with these Stakeholders based on First Refusal Rights and only refer students to them without explicit permission. This document shall serve to facilitate consultation and be updated on an annual basis. In the event where SSMU has been found not to act in good faith with these Stakeholders, SSMU will consult with these Stakeholders to determine the best course of action to make amends for its failure to do so.</p>
<p>Suggestion/comments:</p> <p>This text change ensures concrete action is taken in consultation procedures by identifying who the relevant Indigenous stakeholders should be. The change from “Indigenous” in “Indigenous stakeholder” also emphasizes the importance of prioritizing Indigenous decision-making.</p>				
3	2	Updated s. 1.1 document provides directive for failure to act in good faith with relevant stakeholders	Previous document makes no mention of what to do in case of failure to act in good faith with relevant stakeholders.	<p>1.1 Each academic year, the Office of the Vice-President (External Affairs) shall create an internal document with the contact information of all relevant Indigenous Stakeholders, including University units, student groups, external organizations, individuals and local community groups. The SSMU will act in good faith with these Stakeholders based on First Refusal Rights and only refer students to them without explicit permission. This document shall serve to facilitate consultation and be updated on an annual basis. In the event where SSMU has been found not to act in good faith with these Stakeholders, SSMU will consult with these Stakeholders to determine the best course of action to make amends for its failure to do so.</p>



3	2	The new document s. 1.1 provides a specific procedure for carrying out consultation procedures	Old document has no procedure for carrying out consultations	1.2 The Office of the Vice-President (External Affairs) and Vice-President (S... shall produce and distribute a consultation guide for reference by Clubs, Ser... Independent Student Groups in their activities. The Indigenous Affairs Com... be responsible for making appropriate changes as needed and approving the... overseeing consultation requests in collaboration with the relevant Executive
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Recommendations/comments:
 The addition of effective consultation procedures across student groups and streamlines this process to ensure consultations are carried in manner.

3	2	New policy s. 1.3 emphasizes participation of Indigenous students via student groups in SSMU decision making for Indigenous students	Any clause regarding Indigenous student groups in decision making is absent in old policy	1.3 The Offices of the Vice-President (External Affairs) and the P... expand formal and informal opportunities for Indigenous student... SSMU, including by actively reaching out to Indigenous student g... the role in Indigenous Student life.
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Comments:
 This clause provides for Indigenous student participation in decision-making within SSMU for decisions impacting these Indigenous st...

3	2	New policy s. 1.6 provides for compensation of Indigenous students for their consultation and contributions	Any clauses in previous policy regarding Indigenous student compensation or recognition are absent.	1.6 The Office of the Vice-President (External Affairs) shall seek... means through which to appropriately recognize and compensate... and Stakeholders for their consultation and contributions.
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Recommendations/comments:

- Current wording of new clause should be updated to read “ (...) shall seek out any additional means through which to appropriate compensate Indigenous students and Stakeholders for their consultations and contributions” should be updated to read: “(...) s... **implement** any means through which to appropriately recognize and compensate (...)” to ensure compensation actually happens
- This new clause recognizes that many current methods for consultations lack any recognition of importance of consulted persons. Implementing this clause would instill the good habit of correctly and properly compensating Indigenous students as is deserved and lacking.



3 old 4 new	1 old 3 new	New policy adds changes to intro paragraph		<p>2.0 Support for Indigenous Students</p> <p>The SSMU shall take steps to improve support for Indigenous students at the University. This shall occur through the following actions:</p> <p>The SSMU, through the Offices of the Vice-President (Student Life) and (University Affairs), shall ensure that support for Indigenous students and student groups remain a priority. This shall be accomplished by taking the following actions:</p>
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Recommendations/comments:

- The text in the old policy emphasizes prioritizing support for Indigenous students and student groups remains a priority and support of the Vice President (student life) and Vice President (University Affairs) will ensure this happens. Text in updated version includes through which offices support is provided and emphasizes the improvements in supports. Combining improvements emphasis would result in a more robust introductory paragraph.

3 old 4 new	1 old 3 new	s.2.1 removes wording about reasonable constraints	s.3.1 old policy contains text that reads “(...) perspectives, experiences, and needs, within reasonable constraints. ”	<p>2.1 The Office of the Vice-President (Student Life) shall provide Stakeholder-identified educational and consultation resources to student groups in an effort to ensure that adequate support and consideration is provided to Indigenous students, accounting for their unique perspectives, experiences, and needs.</p>
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Comments:

“(...) **within reasonable constraints**” should be left out as per new version, as this could have had the potential effect of being interpreted as not in the interests of Indigenous students in some cases.

4 new 3 old	Support for Indigenous Students section	Uses more concrete wording and provides specific key areas for Indigenous student support, eliminates “try” words	Uses more passive “try” language such as “endeavor to”, “work with to ensure”, “make available”, “encourage to”, “lobby to ensure”.	<p>The Office of the Vice-President (Student Life) shall make available Stakeholder-identified educational resources to SSMU Services in an effort to ensure that adequate support can be provided to Indigenous students, accounting for their unique perspectives, experiences and needs of Indigenous students, within reasonable constraints.</p> <p>The SSMU shall take steps to improve support for Indigenous students and student groups at the University. This shall occur through the following actions:</p> <p>2.1 The Office of the Vice-President (Student Life) shall provide Stakeholder-identified educational and consultation resources to student groups in an effort to ensure that adequate support and consideration is provided to Indigenous students, accounting for their unique perspectives, experiences, and needs.</p> <p>SSMU Policy and Plan Book 74</p> <p>2.2 The Executive Committee shall ensure that Traditional Territory Acknowledgements are included as part of all public SSMU-organized events in whatever form is most appropriate.</p>
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Comments:

The updated version of the policy eliminates passive, “try” language. The passive “try” language ultimately undermines any commitment to the tasks they refer to, and therefore makes any possible resulting changes optional. By replacing this language with more concrete action, it will be taken to better support Indigenous students and provide for their needs.



4 new 3 old	Support for Indigenous Students section	Makes more stakeholders commit to traditional territory acknowledgements by making specific office and committee responsible for implementing	Places a general commitment on SSMU executive committee generally to implement traditional territory acknowledgements at SSMU events/	<p>2.2 The Executive Committee shall ensure that Traditional Territory Acknowledgements included as part of all public SSMU-organized events in whatever form is most appropriate.</p> <p>2.2.1 The Executive Committee shall also endeavor to increase the visibility and breadth of Traditional Territory Acknowledgements at other events in the McGill community.</p> <p>2.2.2 The Office of the Vice-President (Student Life) shall be responsible for ensuring Traditional Territory Acknowledgements are made at events organized by SSMU Clubs, Services and Independent Student Groups.</p> <p>2.2.3 The Funding Committee shall request that student groups make Traditional Territory Acknowledgements at all events funded by the Society.</p>
<p>Comments:</p> <p>A further commitment is made to implementing traditional territory acknowledgements by specifying who is responsible for implementing</p>				
4 new 3 old	Support for Indigenous Students section	New document targets specific areas of support for Indigenous students.	Old document is broad and lacks any mention of areas where support may be needed.	<p>2.3 The Offices of the Vice-President (University Affairs) and the Vice-President (Student Life) shall advocate for University-run services to provide adequate support for Indigenous students, accounting for their unique perspectives and needs. This includes, but is not limited to, support for financial aid, housing, academic advising, peer mentorship and career services.</p>
<p>Comments:</p> <p>The updated policy provides specific areas of need that Indigenous students have reported wanting support with, through in-person communication.</p>				
4 new 3 old	Support for Indigenous Students section	Updated policy grants room-booking privileges to Indigenous student groups through Office of Vice-President (External Affairs).	Old policy does not make mention of room bookings.	<p>2.4 The Office of the Vice-President (External Affairs) shall provide access to room booking on campus with all access to room booking privileges in the University of Montreal, those of any Full-Status Club.</p>
<p>Comment:</p> <p>Access to room bookings will be easier for Indigenous student groups to access with explicit procedure outlined in policy.</p>				
5 new 4 old	Support for Indigenous Communities	Removes mention of specific Indigenous Communities for outreach efforts	Specifically names Native Montreal, Kahnawake and the Native Friendship Centre of Montreal	<p>4.1 The Office of the Vice-President (External Affairs) shall maintain outreach to Indigenous communities, including, but not limited to, Native Montreal, Kahnawake and the Native Friendship Centre of Montreal. This outreach shall include, but not be limited to, an open invitation for dialogue at the beginning of each academic year, as well as issue-based dialogue throughout the year. If a community requests not to be contacted at any point throughout this process, that request shall be respected. The Office of the Vice-President (External Affairs) shall ensure that various methods of contact are used, depending on the needs of the community, including, but not limited to, phone calls, emails and in-person meetings.</p>



				<p>3.0 Support for Indigenous Communities</p> <p>3.1 The Office of the Vice-President (External Affairs) shall maintain outreach efforts with Stakeholders in local Indigenous communities. This shall include, but is not limited to, an open invitation for dialogue at the beginning of each academic year, as well as issue-specific dialogue throughout the year. If requests that contact cease or be delayed at any point throughout this process, such a request shall be immediately respected. Various methods of contact shall be used- depending on the needs and resources of the group, including, but not limited to, phone calls, email messages, and in-person meetings.</p>
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Comments:

This change will ensure that outreach efforts target various community organizations as needs evolve rather than concentrating efforts on a few organizations or communities.

5 new 4old	Advocacy & Solidarity within the University	Office of VP University Affairs lobby university to respect, consult with and take direction from Stakeholders and to increase Indigenous presence on campus	Office of VP University Affairs lobby university to increase Indigenous presence on campus	<p>4.1 The Offices of the Vice-President (University Affairs) and the University to actively respect, consult with, and take direction from Indigenous stakeholders to increase Indigenous presence on the University campus as a</p>
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Comments:

Old version wording does not create any obligation to consult with or take any direction from Indigenous Stakeholders regarding advocacy efforts to increase Indigenous presence on campus. Without respect, consultation and taking direction from Indigenous stakeholders, a risk is created that Indigenous students will be tokenized.

- Add "Indigenous" in front of "Stakeholders".

5 new 4 old	Advocacy & Solidarity within the University	New policy adds s.4.2 aimed at recruiting, retaining and supporting Indigenous students by ensuring data about Indigenous student is collected to determine where supports are needed	Absent in old version.	<p>4.2 The Offices of the Vice-President (University Affairs) and the University to better recruit, retain, and support Indigenous students by ensuring that pertinent data regarding current and incoming Indigenous students is collected, maintained, and assessed on a regular basis in order to determine where additional supports are needed.</p>
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Comment:



Recruiting Indigenous students would assist with their financial independence as well as provide valuable work experience and is well- objectives. This is a common-sense addition.

6 new 4 old	Advocacy & Solidarity within the University	Wording in new version loses the integration of Indigenous knowledge and history into existing courses and programs.		<p>4.3 The Offices of the Vice-President (University Affairs) and the President advocate for increasing the number of tenured Indigenous faculty and support members at the University through equitable and cluster hiring, the development of the Indigenous Studies department and integrating Indigenous knowledge and existing courses and programs. Such roles must avoid tokenization, be substantive, authoritative, and avoid being only symbolic.</p>
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Recommendations/comments:

- “ and integrating Indigenous knowledge and history into existing courses and programs” added to new policy wording in S. 4.

6 new 4 old	Advocacy & Solidarity within the University	Provides examples of forum for Indigenous students to have a substantive and authoritative role in decision-making, mandates that such a role avoid tokenization	Weak “lobby to have more prominent role” in decision-making	<p>4.4 The Offices of the Vice-President (University Affairs) and the President shall ensure that Indigenous peoples have a substantive role in the decision-making processes of the University, such as on the Board of Governors and in senior administrative positions. Such roles must avoid tokenization, be substantive and authoritative, and avoid being only symbolic.</p>
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Comment:

The updated policy provides for formal Indigenous representation in decision-making, while ensuring that the participation in this decision-making is not just symbolic as it would otherwise run the risk of being.

6 new 4-5 old	Physical Campus Environment	New version separates a previously larger paragraph into two smaller paragraphs; New version provides goals for this artwork, and to take into account diversity and risks of pan-indigenicity	Has bigger paragraph	<p>5.0 Physical Campus Environment</p> <p>The SSMU shall advocate for the development of physical and symbolic campus that reflect Indigenous histories and continued presence on the land of the Haudenosaunee and Anishinaabeg peoples. Such efforts shall be undertaken to support the well-being of educating the community-at-large as well as developing spaces that support the well-being, and cultural activities of Indigenous students. Furthermore, such efforts shall account for diversity in artistic and cultural representations; the societal pan-Indigenous stereotypes; and the role of self-identification in Indigenous expression.]</p> <p>5.1 The Office of the President shall ensure that there is a visible Indigenous presence in the University Centre building. This includes, but is not limited to, art displays by Indigenous artists; room and building naming, and creating or modifying spaces to accommodate cultural activities, - such as smudging.</p>
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Comments:



<p>Separating a larger paragraphs enhances readability, and promotes awareness of presence of Anishnaabe and Haudenosaunee peoples into account a diversity of Indigenous artistic and cultural representations and the societal prevalence of pan-Indigenous stereotypes are appropriate to add here.</p>				
6 new 5 old	Physical Campus Environment	Addition of paragraph concerning the Office of the President ensuring Indigenous presence in University Centre building.	No equivalent paragraph except for Offices of VP University Affairs and president lobbying the University to ensure visible representation in the campus environment.	<p>5.1 The Office of the President shall ensure that there is a visible University Centre building. This includes, but is not limited to, and Indigenous artists; room and building naming, and creating or m accommodate cultural activities, - such as smudging.]</p>
<p>Comment: The addition of the paragraph concerning the Office of the President ensuring Indigenous presence in University Centre building at least representation in the University Centre building where lobbying might not succeed in visible Indigenous representation on Campus.</p>				
6 new 1 old	Truth and Reconciliation Commission of Canada	Paragraph move from first page to last page of policy; change of wording to acknowledge the Calls to Action are not universally accepted among Indigenous peoples, promotes community consultations for their implementation		<p>The Truth and Reconciliation Commission (TRC) of Canada released its final report, including 94 Calls to Action, in 2015. The SSMU recognizes that the TRC framework is not universally accepted and does not meet the needs of all Indigenous peoples. However, it shall actively support the implementation and maintenance of these Calls to Action based on community consultation and direction, taking into account other local resurgence, nationhood, self-determination and self-governance frameworks. There shall be a particular focus on Call Action 6-17, 62-66 and 87-92, as these recommendations focus on issues within the scope of university institution, including <i>Education, Language and Culture, Education for Reconciliation, Sports and Reconciliation, and Business and Reconciliation.</i></p>
<p>Comments: The emphasis on consultations emphasize the importance of consent and will focus efforts on the evolving needs of the Indigenous community.</p>				
7 new 5 old	Accountability	Change in wording to “(...) vision, planning, and decision-making of the Society should uphold the principles, support measures, and consultation	“(…) direction, policies, vision and planning of Legislative Council must include the principles of allyship and support”	<p>6. ACCOUNTABILITY</p> <p>All staff and elected representatives of the SSMU are accountable for the implementation of policy. To this end, the vision, planning, and decision-making of the Society should uphold the principles, support measures, and consultation protocols outlined in this document. Furthermore, the Legislative Council is responsible for ensuring that all Executive Committees integrate and communicate this commitment in their activities as well as development, implementation, and evaluation of new initiatives.]</p>



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Located on Haudenosaunee and Anishinaabe, traditional territories

		protocols outlined in this document”		
Comments: <ul style="list-style-type: none"> - This change in wording shifts main accountability for upholding the vision and principles outlined in this document from the the SSMU, with legislative council supervising and overseeing the progress of the SSMU in doing so. - The change in wording, beyond allyship and support, and in keeping with the whole of the document, emphasizes upholding p measures and protocols in planning and decision making. 				

FOR APPROVAL