

# IKLO Consultation Report Recommendations March 2023



Through the [consultation process](#), community members from Six Nations, Mississaugas of the Credit First Nation, and Indigenous community members in Hamilton and at Mohawk College shared their insights to support the creation of community-based strategic direction. Their insights and direction form the basis of the IKLO recommendations, which will support Mohawk College's strategic priority to [meaningfully advance Truth and Reconciliation](#).

- There should be college-wide training for all faculty and staff regarding Indigenous cultural safety. It is difficult for staff, no matter how well-meaning, to understand what Indigenous communities face and therefore they have natural "blind spots." There are also some staff who need to have some orientation towards the moral imperative of Reconciliation. Perhaps training sessions can be held several times a year, and over two years all staff would be directed to participate. Mandated training would be preferable however there are collective bargaining considerations to be had.
- Centre for Teaching and Learning Innovation (CTLI), the library and CIRKL can work together on decolonization resources and strategies. Since most staff have been educated via a mainstream lens, it will require learning and unlearning to effectively decolonize all college curriculum. There needs to be a commitment to funding this activity via Standard Workplan/Workload Formulas (SWFs) or other incentivised methods.
- The Senior Leadership Team can direct the Academic Leadership Team to develop a 12-month strategy for decolonizing their schools/departments so that clear measurement outcomes can be assessed regarding progress.
- CTLI, the library and CIRKL can work together on a framework for implementation of the IKLOs. Process changes may need to be expedited as there are commitments to begin implementation by the end of 2024. It is suggested that the Senior Leadership Team be requested to develop a critical path that will be given to the Academic Leadership Team.
- Indigenous Education requires action. Knowledge is a verb in several Indigenous languages. That action can be in the form of a college-funded Pow Wow, funded Indigenous language classes and cultural workshops. The inclusion of the entire student body, faculty and staff at events such as these will assist in the support of and understanding of Indigenous Knowledge.
- The implementation of the IKLOs cannot be successful without meaningful, reciprocal, ongoing relationships with Indigenous communities, Elders and Knowledge-Keepers. This will require time and budget.