

# Indigenous Strategic Plan (ISP) - Frequently Asked Questions (FAQ)

## What is the ISP?

The Indigenous Strategic Plan is UBC's response to the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's Calls to Action and the Missing and Murdered Indigenous Women and Girls Inquiry's Calls for Justice. It is an action plan which will meaningfully advance the human rights of all Indigenous people and Peoples connected to the University.

It commits to 8 goals and 43 actions.

## Who made it?

The ISP was made by the UBC community and partners. Over 2500 people from both the Okanagan and Vancouver campuses, including Indigenous and non-Indigenous students, faculty, staff and community partners, were involved in providing over 15,000 ideas, opinions and comments which structured the action plan in its current form. The analysis of data and final writing of the plan was completed by a team of UBC staff and graduate students and an external consultancy who specialize in Indigenous governance - almost every member of the team is a UBC alum. The team is led by Dr. Sheryl Lightfoot, Senior Advisor to the President on Indigenous Affairs and Dr. Margaret Moss, Director of the First Nations House of Learning.

## Why is it important?

For many Indigenous students, faculty and staff, colonialism is a daily reality at UBC. One need not look far to recognize the value that has been placed on Eurocentric approaches to teaching and research to understand why so many do not see themselves reflected in the classroom and workplace. When Indigenous worldviews, as expressed in their legal traditions, governance institutions and social structures, are excluded from life on campus, we deprive both Indigenous

and non-Indigenous community members of an understanding of what it really means to be a scholar, an inventor, an advocate, a healer and an entrepreneur, among other areas of expertise.

## What will it do?

UBC has been fortunate to be the academic home for many Indigenous people who have already taken up the work of advancing Indigenous peoples' human rights in different ways. A core objective for this plan will be to create broader responsibility, at all levels of the University community, to advance Indigenous peoples' rights and alleviate the onus these champions have been carrying for some time.

## What has changed since last time?

Since the previous Aboriginal Strategic Plan, there have been national and global shifts in Indigenous human rights discourse and praxis. The new ISP will help to advance our collective goal to move beyond the implementation of program specific initiatives to lay a foundation for long term relationships that actively advance the human rights of Indigenous peoples on campus, in Canada and across the world.

## Were Indigenous voices included in the process?

Yes. The ISP builds on the previous work and engagement that formed the 2009 plan. The process to renew it started in 2017 when an ad-hoc committee was struck, comprising of nearly all Indigenous voices from both campuses. In the last few months, engagements were held with Indigenous students, faculty, staff and alumni. The ISP team also met with the Musqueam Indian Band and community members, in-person, to gather input. Finally, the ISP builds on the engagement with the Okanagan Nation Education Council that led to UBCO's Declaration of Truth and Reconciliation Commitments.

## **How will UBC ensure that the ISP is implemented?**

To ensure the plan remains a focal point of the University's work, implementation committees and other structures will begin working with all faculties and operational units throughout the University to:

- Develop performance measurement frameworks including qualitative and quantitative performance metrics;
- Report publicly on the achievements and challenges that come from taking the actions identified in this plan;
- Collect baseline data to track progress;
- Incorporate the actions into existing and upcoming strategic plans; and
- Develop annual work plans to advance each of the actions.

## **What happens next?**

The UBC ISP will be publicly launched in September 2020. Implementation schedules will be announced and progress measured within each portfolio and each faculty across the University.

