

Terms of Reference
Indigenous Citizenship¹ Verification in Employment-Related Opportunities
Working Group

Role/Purpose

The role of the Indigenous Citizenship Verification in Employment-Related Opportunities (ICVERO) Working Group is to provide strategic advice on the development of policies and procedures related to McGill's commitment to ensuring that positions and opportunities intended for Indigenous Peoples are filled/taken by Indigenous Peoples.

The ICVERO sets out to achieve a draft policy and set of procedures that will guide McGill in verifying claims to Indigenous citizenship in employment-related opportunities.

Guiding Values and Principles

The ICVERO is comprised of an Indigenous team of faculty members, staff and community advisors who all bring their respective cultural teachings and values to this important work.

Some of these core values and principles include:

RESPECT for all humanity and how our histories and experience as Indigenous Peoples are deeply personal and also reflect the collective stories that extend from our communities and respective nations.

CARE for one another and the importance of speaking, listening, and thinking with a good heart and strong mind.

COLLABORATION- that this work must be done together and all individuals commit to consensus-building.

The importance of ensuring the integrity of Indigenous spaces in the present and for those who come after us.

¹ In using the word, "citizenship" (as opposed to "identity") we are signalling a move away from Indigenous identification based primarily on self-identification (individualism) and/or genealogy (extractivism) towards collectively held rights and responsibilities based on active forms of kinship and nationhood (Self-identification is about who I claim to be; a requirement of citizenship is about who claims me). In using this term we recognize the complexities of belonging and citizenship within the settler colonial state of Canada as there are historical and present day forms of settler colonial violence that negatively affect our families, kin and community (e.g. Indian Residential Schools, Sixties Scoop, millennial scoop, etc.)

Updated February 24, 2023

We also carry out our work in accordance with the Seven Sacred Teachings (Truth, Love, Wisdom, Respect, Humility, Courage and Honesty) that many Indigenous Nations draw upon, recognizing that these may be articulated in different ways depending on the community/Nation.

That this work is extends from and is fundamental to broader institutional commitments to Truth and Reconciliation.

Term

This Terms of Reference is effective from February 1, 2023 and continues until the expected date of completion of July 31, 2023 with the possibility of extension.

Membership

The Network Group/Advisory Group will comprise:

1. Associate Provost of Indigenous Initiatives (Chair)
 2. One (1) staff representative from the Office of Indigenous Initiatives
 3. Internal Indigenous faculty and staff members to ensure at least one (1) representative from the following groups: First Nations, Inuit, Metis, and an Indigenous Individual whose territory falls outside Canada
 4. Three to four (3-4) Indigenous community advisors from Indigenous communities extending from nations upon whose territory the university sits
- *Note that the ICVERO Working Group commits to consulting with Indigenous peoples and the appropriate internal university stakeholders as required during the course of its work.*

Roles and Responsibilities

The ICVERO Working Group is accountable for:

- fostering collaboration
- maintaining at all times the focus on the agreed purpose and outcomes
- monitoring and managing the factors outside the Working Group's control that are critical to its success

The ICVERO Working Group will commit to:

- attending scheduled meetings;

Updated February 24, 2023

- representing the work of the group within and outside of work areas in a respectful way
- sharing information between all members;
- making timely and culturally informed decisions;
- notifying members of the group, as soon as practical, if any matter arises which may be deemed to affect the development of the Working Group; and,
- working with the OII team to communicate the ongoing labour of the Working Group to internal and external Indigenous stakeholders at McGill.

Members of the Working Group will expect:

- that each member will be provided with complete, accurate and meaningful information in a timely manner;
- to be given reasonable time to make key decisions;
- to be alerted to potential risks and issues that could impact the project, as they arise;
- open and honest discussions, without resort to any misleading assertions; and,
- ongoing 'wellness checks' to verify the overall status and wellbeing of the Working Group.

Meetings

- All meetings will be chaired by the Associate Provost of Indigenous Initiatives
- A meeting quorum will be five (5) members of the Working Group
- Decisions will be made by consensus (i.e. members are satisfied with the decision even though it may not be their first choice or the principle of, "I may not be 100 percent in support of this but I can accept it")
- Meeting agendas minutes and relevant documents for review will be prepared and provided by the Office of Indigenous Initiatives. This includes:
 - preparing agendas and supporting documents
 - preparing meeting notes and information
- Meetings will be held online bi-weekly from February 1 to July 31, 2023
- If required subgroup meetings will be arranged outside of these times at a time convenient to subgroup members

Amendment, Modification or Variation

This Terms of Reference may be amended, varied or modified in writing after consultation and agreement by Working Group members.