

FSA Indigenous Affinity Circle

Terms of Reference

Purpose

To set out the background, roles and responsibilities, and meeting details of the Indigenous Affinity Circle (IAC) of the Equity Caucus. Page | 1

Background

The IAC is committed to considering the history and damage colonization has on Indigenous people, especially workers, at BCIT. The IAC recognizes not only this damage but also the need to continue to learn and embed Indigenous Knowledge (IK) into the decision-making processes of all the work BCIT does which involves or affects Indigenous members. The IAC will look to build respectful relationships with Indigenous communities so that IK and perspectives are strong at BCIT.

We acknowledge that our workplace is located on the unceded, occupied, ancestral and traditional homelands of the x^wməθk^wəyəm (Musqueam), Sk^wxwú7mesh (Squamish) and Səlilwətał (Tsleil-Waututh) Nations.

We recognize the vast cultural diversity of Indigenous people at BCIT and respect the heterogeneity of their opinions, representation, needs and desires.

Roles and Responsibilities

The IAC acts in an advisory capacity to the Equity Caucus and broader FSA, offering Indigenous perspectives and knowledge to inform the development of policies, initiatives, projects, programs, communications, and relationship-building with Indigenous members and communities. Where appropriate, the IAC can provide the Equity Caucus with recommendations. The IAC will also develop its own initiatives to reflect Indigenous values and ways of knowing in the Equity Caucus, FSA, and BCIT community. The IAC will be resourced by the FSA's Member Engagement Officer.

Membership

IAC membership is open to Indigenous persons and allies within the BCIT community.

Responsibilities of Members

Committee members are required to follow the following principles:

- Respect Indigenous perspectives, values, and knowledge at all times
- Listen respectfully, ask questions, and participate in discussions
- Treat other Circle members, staff, Elders and community members with respect, fairness, honesty, and inclusiveness

Meetings

The IAC will endeavour to hold 4-6 meetings per year or meet as many times as needed to conduct the affairs of the committee.

Elders

To continue strengthening relationships and recognizing IK within Indigenous communities, the IAC will strive to have an Elder at each meeting to participate in discussions and guide decision making. Elders will be referred by the IAC and will have previous relationships and/or shared their IK with IAC members.

The Purpose of the IAC respectfully inviting Indigenous Elders to meetings includes but is not limited to:

- Helping to guide IAC decision making by providing knowledge, wisdom and world view
- Help to ground the committee as a listener and witness, which is, in itself, transformative to the outcomes of the meetings

Elders can:

- Participate in in-person, online, and hybrid meetings and, at the request of the committee, provide consultation between meetings
- Collaborate with the IAC to develop action items
- Expect the IAC to liaise with Indigenous Initiatives & Partnerships at BCIT
- Add to the discussion at any time to offer guidance or insights
- Expect an honorarium consistent with the FSA's 3.1.1 Donations & Gifts Policy (3.3) or other gifts as deemed appropriate by the IAC for participating in a meeting or collaborating between meetings. The amount is at the discretion of the IAC and will be appropriate for the task(s) undertaken
- Expect the meeting Chair to contact Elders before each meeting to brief them on the agenda and ask them to think about topics of interest on which they may wish to speak

Elders **are not** responsible for:

- Facilitating a meeting, mediating a discussion, disagreement, or any aspect of the meeting

Elders will make every attempt to inform the Chair of the IAC should they be unable to attend a meeting.

Terms of Reference Review

This Terms of Reference is a living document and will be reviewed by the IAC from time to time.