

(Excerpted from [Pulling Together: A Guide for Front-Line Staff, Student Services, and Advisors, Section 2: Who Are Indigenous Students?](#))

Indigenous Ways of Knowing and Being

The following Indigenous wholistic framework provides guiding principles to ensure post-secondary institutions become accessible, inclusive, safe, and successful places for Indigenous students:



Respect

- Encompasses an understanding of and practicing community protocols.
- Honours Indigenous knowledges and ways of being.
- Considers in a reflective and non-judgmental way what is being seen and heard.

Responsibility

- Is inclusive of students, the institution, and Indigenous communities; also recognizes one's own connections to various communities.
- Continually seeks to develop and sustain credible relationships with Indigenous communities. It's important to be seen in the community as both a supporter and a representative of the institution.
- Means understanding the potential impact of one's motives and intentions on oneself and the community.
- Honours that the integrity of Indigenous people and Indigenous communities must not be undermined or disrespected when working with Indigenous people.

Relevance

- Ensures that curricula, services, and programs are responsive to the needs identified by Indigenous students and communities.
- Involves Indigenous communities in the designing of academic curriculum and student services across the institution to ensure Indigenous knowledge is valued and that the curriculum have culturally appropriate outcomes and assessments.
- Centres meaningful and sustainable community engagement.

Reciprocity

- Shares knowledge throughout the entire educational process; staff create interdepartmental learning and succession planning between colleagues to ensure practices and knowledge are continued. Shared learning embodies the principle of reciprocity.
- Means Indigenous and non-Indigenous people are both learning in process together. Within an educational setting, this may mean staff to student; student to student, faculty to staff; each of these relationships honours the knowledge and gifts that each person brings to the classroom, workplace, and institution.
- Results in all involved within the institution, including the broader Indigenous communities, gain experience in sharing knowledge in a respectful way.
- Views all participants as students and teachers in the process.