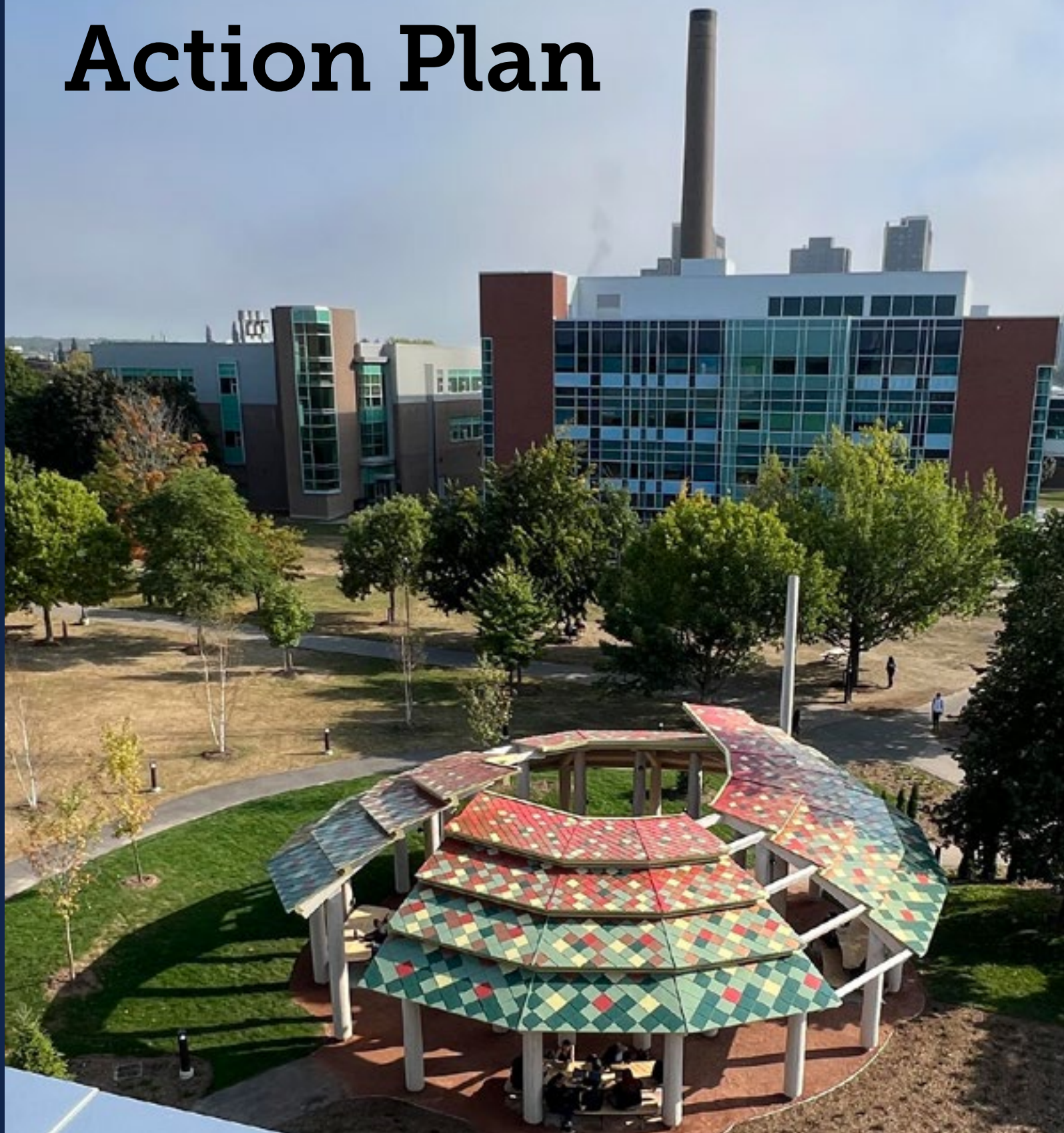




Indigenization Action Plan





Remarks — ●●●

The Waterloo Undergraduate Student Association (WUSA) is deeply committed to advancing Indigenization and supporting the University on its path to decolonization. We acknowledge that this journey requires ongoing learning, (un)learning, and accountability. This strategic plan reflects our dedication to honoring Indigenous knowledge and perspectives, how we plan to embed them into our operations, enhance representation, and build partnerships to foster reconciliation, equity, and inclusion within WUSA and the University community.



Goal 1: Reconciliation

Demonstrate to undergrads through action that WUSA understands the importance of Indigenization and reconciliation and is playing an active role within our campus community.

1

Integrate Indigenous knowledge, representation, and values in WUSA's operations.

- Develop a plan on how to integrate Indigenous knowledges, values, and ways of knowing into all our operations.
- Implement training(s) for all full-time staff, Service Coordinators (and other part-time staff as identified).
- Display personal territorial acknowledgements shared by staff and students on the SLC screens.
- Integrate Indigenous components into Orientation.

2

Carefully consider product purchasing, sponsorships, and partnerships based on their values and practices as they relate to supporting Indigenization and Indigenous communities.

3

Advocate for the integration of Indigenous knowledge systems and pedagogies into student services, clubs, staff support, curriculum, and other teaching and learning opportunities.

4

Advocate for the Indigenization of our curriculum (not only in the social sciences but also in STEM) to the University and to the Faculty Association of the University of Waterloo (FAUW).

5

Amplify the University's resources to support the work of Indigenization.

- Promote the Office of Indigenous Relations (OIR)'s events and other faculty and/or services' events that focus on Indigenization and/or education.
- Work with internal stakeholders to develop a guide on how to make territorial acknowledgements more meaningful depending on event size/type/etc. and using this guide for all future events.

Ensure Indigenous students see themselves represented within WUSA and advocate for the University to ensure the same within their structures and offerings.

1

Commit to ensuring Indigenous student voices are represented when decisions are being made at the board and committee levels.

- Actively recruit Indigenous students for at-large positions on WUSA committees and working groups.
- Organize informational sessions targeted towards Indigenous students during the elections campaigning period.
- Connect student representatives from the Indigenous Advisory Committee with WUSA's Board of Directors.

2

Explore strategies to increase awareness of job opportunities within WUSA among local Indigenous communities.

3

Advocate for Indigenous representation among faculty and staff at the University.





Goal 2: Services and supports

Increase the supports WUSA offers to Indigenous students by fostering meaningful partnerships, providing tailored offerings, and improving accessibility to WUSA services.

- 1** Host events and workshops to integrate educational elements into student events. Ensure these events and workshops have an educational and experiential element.
- 2** Offer specific supports for Indigenous students throughout our student services and partnered supports.
- 3** Foster dialogue where Indigenous students are empowered to set the terms of discussion.
- 4** Ensure Indigenous student voices are represented in all WUSA research and are included in relevant decision-making processes and advocacy work.

Create designated Indigenous spaces in the Student Life Centre (SLC) and incorporate Indigenous art and cultural elements to ensure Indigenous students feel connected to this central hub of student life on campus.

- 1** Collect feedback from students about what type of space and resources they would benefit from having access to in the SLC.
- 2** Designate space within the building that will be designed with Indigenous student needs in mind.
- 3** Identify opportunities within the building to add visual elements that connect to Indigenous culture, celebrate the diversity of our student body, and recognize the history of the land we inhabit.



Goal 3: Building community

Support Indigenous students by fostering community on our campus and between the broader community and Waterloo Indigenous students.

1

Connect with local communities, knowledge keepers and elders to foster diverse perspectives, connection and community engagement.

- Host events with Elders in the community.
- Make use of the [Elder Wisdom Bench](#) at the Faculty of Health.
- Have an Elder welcome and address incoming first-years at Orientation.

2

Highlight days of significance and keeping those in mind in WUSA's collaborations and/or events with other stakeholders.

3

Support on-campus initiatives that are focused on bringing the Waterloo community together to celebrate Indigenous culture and ways of knowing.



Closing Notes ●●● ———

Our commitment to Indigenization and reconciliation will continue to evolve as we engage in meaningful dialogue, learning, and action. We recognize that this work is not static; it requires ongoing reflection, collaboration, and responsiveness to the needs and voices of Indigenous students on campus. As such, this action plan will remain dynamic and fluid to ensure that our efforts remain impactful and aligned with our journey towards truth and reconciliation.