

## REPRESENTING INDIGENOUS MEMBERS POLICY

| Version            | Effective Date                | Supersedes                                                                |
|--------------------|-------------------------------|---------------------------------------------------------------------------|
| 1.0                | October 22, 2025              | N/A                                                                       |
| Policy Approver    | Policy Owner                  | Policy Contact                                                            |
| Board of Directors | Policy & Governance Committee | UWOFA Vice-President                                                      |
| Last Reviewed      | Next Review Date              | Required Reviewers                                                        |
| May 2025           | May 2027                      | Policy & Governance Committee<br>UWOFA President<br>IFAC Faculty Co-Chair |

1. UWOFA affirms the principle of Indigenous intellectual sovereignty and acknowledges that its work with and on behalf of Indigenous Members is situated in the context of treaty relationships. UWOFA acknowledges its responsibility in holding the Employer accountable for upholding the principles of the United Nations Declaration on the Rights of Indigenous Peoples and for implementing the Calls to Action of the Truth and Reconciliation Commission that pertain to universities.
2. For Collective Agreement provisions specific to Indigenous Members, UWOFA commits to adhering to the principle of “nothing about us without us”. UWOFA shall refrain from negotiating or implementing such provisions without the direct involvement of Indigenous Members in the negotiation and implementation processes.
3. UWOFA recognizes the Indigenous Faculty Advisory Council (IFAC) as the body that is engaged with UWOFA in the implementation of Collective Agreement provisions specific to Indigenous Members.
4. The UWOFA president (or designate) shall work with the IFAC faculty co-chair and Members of IFAC on the development and proposal of Collective Agreement provisions specific to Indigenous Members for consideration as part of UWOFA’s mandate during rounds of collective bargaining and between rounds of collective bargaining.
5. UWOFA shall work with the IFAC faculty co-chair to ensure adequate representation of Indigenous Members in UWOFA’s process of negotiation with the Employer of provisions specific to Indigenous Members.
6. The UWOFA president (or designate) shall serve as a liaison between the IFAC faculty co-chair and UWOFA.