

## LETTER OF UNDERSTANDING

### Amendment of the Definition of Indigenous Scholar

The Parties agree that this Letter of Understanding forms part of the 2022-2026 Faculty Collective Agreement for the life of the Collective Agreement.

WHEREAS the Parties acknowledge that self-identification is no longer an adequate means of establishing Indigenous identity for the purposes of this Collective Agreement;

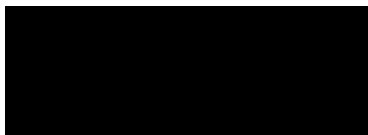
AND WHEREAS an extensive Indigenous-led policy and procedure development process has culminated in the ratification of *POLICY 1.58 - Affirming Declarations of Indigenous Citizenship or Membership at Western University* and its related procedures by Western's Board of Governors, effective June 26, 2025 ("Policy 1.58");

NOW THEREFORE, the Parties agree as follows:

1. The definition of an Indigenous Scholar in the Collective Agreement shall be amended as follows: "Indigenous Scholar shall mean a Member ~~who self-identifies as Indigenous~~ **whose Indigenous citizenship or membership has been affirmed according to the terms of *POLICY 1.58 - Affirming Declarations of Indigenous Citizenship or Membership at Western University* and its related procedure,** whose Teaching, Research and Scholarship and/or Creative Activity are partially or entirely in a field of Indigenous Scholarship, and/or who is actively engaged in service to an Indigenous community."

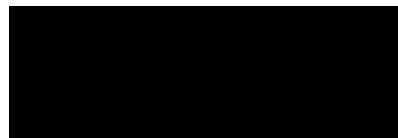
Signed this 28 of November 2025.

For the University:



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For UWOFU:



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