



THE WINNIPEG SCHOOL DIVISION

St. Johns High School 401 Church Ave

Telephone: (204) 775-0231

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INDIGENOUS EDUCATION AD HOC COMMITTEE MEETING

Thursday, October 2, 2025

5:00 PM

St. Johns High School 401 Church Ave

(Chair: Trustee Chambers)

(Representatives: Trustees Aviso & Edel)

AGENDA

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1. LAND ACKNOWLEDGEMENT

"The students, staff and communities of Winnipeg School Division are committed to truth and reconciliation through building relationships with Mother Earth, the original peoples of this land and the stories that bring us together. We acknowledge the place in which we gather is on Treaty 1 territory, the homeland of the Red River Métis and the ancestral lands of the Anishinaabe, Ininiwak and Dakota Oyate peoples."

2. APPROVAL OF THE AGENDA

3. NEW BUSINESS

3.1 Terms of Reference

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3.2 Community Engagement and Discussion

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4. FOR INFORMATION

4.1 Future Meeting dates

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5. CHILD CARE

If you require childcare at the meeting please contact the Board and Community Liaison Office at 204-775-0231 no later than September 29, 2025.

THE WINNIPEG SCHOOL DIVISION

**TO: The Chair and Members
Indigenous Education Ad Hoc Committee**

October 2, 2025

**FROM: M. Henderson
Superintendent**

RE: TERMS OF REFERENCE – INDIGENOUS EDUCATION AD HOC COMMITTEE

Attached is a copy of the Terms of Reference for the Indigenous Education Ad Hoc Committee meeting for review.

Recommendation:

That the Terms of Reference for the Indigenous Education Ad Hoc Committee be approved.

**Terms of Reference
Indigenous Education Ad Hoc Committee
Winnipeg School Division**

***First Approved: April 12, 2021
Most Recent Revision Approved:
October 4, 2021,
December 19, 2022
November 6, 2023, June 3, 2024***

Introduction

The Winnipeg School Division (WSD) has demonstrated a long standing commitment to Indigenous (First Nation, Métis and Inuit) Education. This commitment is articulated through policy and implemented through programming. As stated in Indigenous Education Policy (IGABA), one aspect of that commitment is the recognition of the significant Indigenous population in the Division and the development of initiatives which will enhance the education of Indigenous students as well as be of benefit to all students" (Aboriginal Education Report, WSD. 2010)

"If you don't tell your children who and what they are, they won't know. How can they be proud of what they don't know" (Elder, Aboriginal Education Report, 2010)

Mandate

The Indigenous Education Ad Hoc Committee shall provide feedback to the Winnipeg School Division Board of Trustees on the State of Equity Report Calls to Action.

The Committee will report directly to the Board of Trustees.

The Committee may make recommendations:

- On ways of establishing designated or elected seats for Indigenous peoples that reflect and is proportionate to the population of Indigenous students being served.
- On increasing Indigenous representation and voices at the decision-making tables in order to de-colonize initiatives.
- On addressing the issue of representation marginalization, consensus decision-making rather than majority-rule processes to ensure all voices are authentically included around decision-making tables.
- On addressing the shortage of Indigenous teachers and identifying barriers regarding the recruitment, hiring, retention and promotion of Indigenous teachers, including a process to establish targets and monitor results.
- On developing recruitment strategies to increase the pool of Indigenous peoples to become teachers.

- On developing and implementing retention and promotion initiatives within school divisions for Indigenous teachers and staff.
- On setting targets through an Employment Equity Policy that is proportionate to the student population of the school division in order that the number of Indigenous teachers working in schools better reflects the Indigenous student population being served.
- On setting equity enrollment targets for Indigenous students; including an annual Indigenous student equity enrollment/graduation report to be released publicly in order to promote transparency and accountability.
- On developing a 5-year action plan with clear benchmarks and timelines, including annual update reports that would be released publicly to promote transparency and accountability

Membership

Membership of the Committee shall be comprised of:

- Trustees (3)
 - Member WSD Administration (1) (non-voting)
 - WSD Elder/ Knowledge Keeper (2) (decision making)
 - 6 Parent/ Community (decision making)
 - 2 Student Representatives (decision making)
1. The Chair of the Board of Trustees, the Superintendent (non-voting) and the Assistant Superintendent – Indigenous Education (non-voting) shall be ex-officio members of the Committee.
 2. Members may attend, observe and participate in meetings.
 3. If a member of the Committee fails to or is unable to meaningfully participate in the activities of the Committee, they may be removed by the Board of Trustees.
 4. The Committee may invite guests to provide information on subjects that the Committee wishes to learn more about.
 5. Terms of membership on the Committee will be for two (2) years.

Meeting Procedures

The Indigenous Education Ad Hoc Committee shall meet as necessary to fulfill its mandate, but in any event shall meet not less than four (4) times during the school year.

The Committee will be chaired by a member appointed by the Board of Trustees.

A quorum shall consist of two members of the Board of Trustees.

Members of the Committee may participate in meetings by teleconference.

Members of the Committee will be a notice at the beginning of the school year of all meetings.

Recommendations to the Board of Trustees shall be made by consensus (agreed consent).

Consensus will be present if all members of the Committee agree with the recommendation, or, if not in full agreement, everyone has had their voice included in the process.

The Board and Community Liaison services office shall provide administrative support to the Committee including meeting space, preparation of agenda and notes of proceedings.

The Committee may through the member of the Board of Trustees identify, for consideration in the Division's annual budget development process, the resources which may be required in relation to Committee recommendations.

After each meeting, the Committee's notes of proceedings and any recommendations contained therein will be considered by the Board of Trustee

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**TO: The Chair and Members
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October 2, 2025

**FROM: M. Henderson
Superintendent**

RE: COMMUNITY ENGAGEMENT AND DISCUSSION

Information will be shared at the meeting.

THE WINNIPEG SCHOOL DIVISION

**TO: The Chair and Members
Indigenous Education Ad Hoc Committee**

October 2, 2025

**FROM: M. Henderson
Superintendent**

RE: FUTURE MEETING DATES

The meeting dates for the Indigenous Education Advisory Committee are as follows:

Wednesday, December 17, 2025, 5:00 p.m.

Wednesday, March 18, 2026, 5:00 p.m.

Wednesday, June 10, 2026, 5:00 p.m.

Locations are to be determined.