

Reconciliation in Post Secondary Social Innovation Lab

Overview

This is an opportunity for postsecondary institutions to engage deeply and exercise leadership by participating in a social innovation process for the advancement of reconciliation in the postsecondary sector

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The lab is designed to support small regional teams to move through a collaborative innovation process over the course of one school year.

In Year One (2021/22 academic year) Algoma University and Lethbridge College are leading regional lab teams, and in future years, the lab will be able to accept more teams.

In each region, teams of ~6 people will come together (virtually or in person, as restrictions allow) for a series of workshops to tackle a specific complex challenge facing them in their efforts for reconciliation. Their goal will be to create a “prototype” of a solution to their challenge, which they can implement post-lab.

This lab process is intended to generate impact at the regional level as well as within the postsecondary sector more broadly. For that reason, teams will be encouraged and supported to share prototypes and the lessons they learn for the benefit of others across the sector. Teams will pursue a challenge that is relevant to their context, but that falls under one of these broad themes: 1. [Indigenizing Curriculum, Evaluation, and Assessment](#); 2. [Re-Thinking Tenure & Promotion](#); 3. [Decolonizing Student Services and Supports](#).

All teams will have support from a five-person Stewardship Team (described below).



Guiding Principles of the Lab

Participating in a brave space where we learn by doing, with open minds, hearts, and perspectives, while keeping co-creating, shared leadership, and multiple worldviews at the centre of our work.

Participants

Each of the participating schools will invite a diverse group of people who will work closely together, including:

- a. **President** - Their involvement and leadership communicates the importance of this work, the institution's commitment to it, and also ensures traction and feasibility for the solution to be taken up at the institution and across the sector.
- b. **Reconciliation Lead** - Sets the vision and importance of this work. Brings a deep understanding of the reconciliation context in their institution, and in the post-secondary sector writ large. Helps Lead Coordinator ensure the process is culturally safe, aligned with community needs, and guided by Indigenous ways of doing.
- c. **Indigenous partners** - One or two respected off-campus influencers who are motivated to create effective solutions to systemic issues, and are able to commit the time to moving through the process. They *need not* have as deep familiarity with the challenge/topic as other members of the team. They *do need* to have strong, pre-existing relationships with the institution. Can include individuals from Friendship Centres, Indigenous organizations, Nations, or other, as appropriate.
- d. **Subject Matter Experts:** Depending on the challenge/topic that the team is working on. They should be change-leaders who have familiarity with the topic, as well as openness, creativity, strong communication skills, and potential facilitation capacity.
- e. **Lead Coordinator:** Working with the group's strengths, the team must identify at least one person to act as Lead Coordinator for the region's lab process. The Stewardship Team will provide training and dedicated mentorship to help them in this role.

Stewardship Team

The Stewardship Team’s responsibility is to steward the process, ensuring teams feel supported, make progress, and have a good experience. They bring a mix of complementary skills to this job:

- Aleeya Velji**Mentor for social innovation lab processes
- Tosh Southwick**.....Mentor for conversations on reconciliation, decolonization, Indigenization; support with regional protocols; discussions of a sector-wide nature
- Kelly Hodgins**.....Coordination
- Andrea Rodriguez**.....Coordination

Resources Required

- **Timeliness and Responsiveness**
Given the fast-paced nature of this project, all participants must be able to commit to attending and actively participating in workshops.
- **Financial Support**
For both attendants and participants. In-kind if they are staff from the institution, and monetary (wages, honoraria, food and bus tickets, as appropriate) if they are students, community members, etc.
- **Physical resources for in-person meetings**
Meeting space, food and travel if meeting in person for workshops.

Timeline

October	<p>Institutional Prep Meeting Sept/Oct</p> <p>Participants: Presidents + Reconciliation Leads</p> <p>Goals: Define (broadly) the challenge the regional team will undertake, and identify the team members most appropriate to that topic, to invite to join the lab team</p>	
	<p>Training Session Nov 15</p> <p>Participants: Lead Coordinator from each of the teams</p> <p>Goal: Training for Lead Coordinators to lead Lab workshops in your regions</p>	<i>Depending the availability of the lead facilitator</i>
November	<p>Virtual Lab Launch Nov 23</p> <p>Participants: All teams</p> <p>Goal: Grounding the work in a good way, setting intention, establishing relationships between everyone who will be participating in the labs across the different regions</p>	
December	<p>Proceed through design process Dates TBD</p> <p>Participants: Regional Teams, supported by Lab Stewards</p> <p>Goal: Series of 5-7 workshops to develop prototypes to address challenges articulated for their region.</p>	<p>Midpoint Meetings Feb 16 + Mar 2</p> <p>Participants: All teams</p> <p>Goals: Share learning, questions, support</p>
January		
February		
March	<p>Celebration and Reflection Dates TBD</p> <p>Participants: All teams</p>	
April	<p>Implementation</p> <p>Participants: Regional Teams, supported by Lab Stewards</p>	
May	<p>Goals: Implement prototypes in regions, test, iterate; Prepare to share</p>	