



## ANISHINAABE AADZIIWIN AND ANISHINAABEMOWIN FOR EMPLOYEES POLICY

Policy Category	Corporate Services
Policy Search Name	<i>C – Anishinaabe Aadziwin and Anishinaabemowin For Employees Policy</i>
*Anishinabek Standard	
<i>Place of Learning</i>	<i>D. High level of involvement of professional staff who are of the same cultural background as the students with whom they are working.</i>
<i>Educators</i>	N/A
<i>Students</i>	N/A
<i>Curriculum</i>	N/A
Approval Date & Board Motion Number	12/6/2022 Motion#104-2022
Effective Date	12/6/2022
Previous Versions	Date initially approved: 3/8/2000 Date of last revision: 6/14/2017

\*These are organizationally adapted standards from the World Indigenous Nations Higher Education Consortium (WINHEC) and the Alaska Comprehensive Centre/Alaska Native Education approved by the Kenjgewin Teg Board of Directors, 2015.

### 1.0 Background and Purpose

1.1 Kenjgewin Teg is committed to creating and promoting an environment that reflects our language, traditions and culture in all that we do. To strengthen and enhance appreciation of the Anishinabek culture, employees and faculty will be encouraged to participate in events, ceremonies and/or traditional practices within the Kenjgewin Teg learning community and/or elsewhere as opportunities exist.

1.2 Kenjgewin Teg is committed to supporting employees' growth in language proficiency. The Dibishgaademgak Anishinaabemowin instrument (assessment tool) was designed and developed to identify proficiency levels and to support learners in their language journeys. Kenjgewin Teg also supports the United Chiefs and Councils of Mnidoo Mnising's Anishinabek Language Declaration that outlines their right to revitalize the Anishinaabemowin language. This long-term vision supports the expectation that community members will be provided with services in their ancestral language by 2030.

### 2.0 Definitions

N/A

### **3.0 Application**

3.1 This policy applies to all staff members of Kenjgewin Teg.

### **4.0 Policy**

#### **Policy Objective**

4.1 The objective of the Anishinaabe Aadziwin and Anishinaabemowin policy is to encourage, promote, and support an appreciation of the Anishinaabek culture through minimum hours earned and tracked annually.

#### **Anishinaabe Aadziwin and Anishinaabemowin**

4.2 Kenjgewin Teg is committed to creating and promoting an environment that reflects our language, traditions and culture in all that we do.

4.3 As a condition of employment, employees are expected to have an appreciation of the Anishinabek culture, principles, values, language, history, customs and be supportive of Anishinabek practices and protocols.

4.4 Each year, as a condition of employment, employees will make effort to increase their Anishinaabemowin language proficiency annually. A benchmark for employees will be determined by the administration of Dibishkaademgak Anishinaabemowin. Over time and with language learning opportunities, employees will engage in their language journeys through feedback on overall performance and rater recommendations. A description of the assessment environment as well as reflections from the learner are provided.

### **5.0 Roles and Responsibilities**

5.1 The President is responsible for the overall management and operation of Kenjgewin Teg.

5.2 The Quality Assurance unit is responsible for overall implementation of this policy.

5.3 Kenjgewin Teg's Corporate Services unit will work collectively with the Anishinaabe Aadziwin team to determine, collect and report annually any key statistical data of employees on an aggregate basis only (non-identifiable) for appropriate internal or public reporting required.

5.4 If a position referred to in this policy is vacant, the policy will not be invalidated. Instead, the President shall designate the roles and responsibilities of that role to another team member(s) and will ensure that the Kenjgewin Teg staff and community is informed of the designation(s) as appropriate.

**6.0 Evaluation Date – 10/31/2024**

6.1 This policy will be reviewed every two years as part of the Board of Director’s policy review cycle and schedule. The evaluation date above represents the first date upon which this policy becomes eligible for review.

<b>Related Legislation, Policies, Procedures, Guidelines and Documents</b>	A – Anishinaabe Aadziwin Philosophy C – Conditions of Employment Policy
<b>Policies Superseded by this Policy</b>	<i>Kenjgewin Teg Personnel Policy, P2.0 Staffing, #2.1.12</i>
<b><i>The official version of this policy is housed in the Office of the President. In case of discrepancy between an online version and the official version held, the official version shall prevail.</i></b>	