

UBC Library Indigenous Strategic Plan Performance Measurement Framework

ISP - Indigenous Strategic Plan ▪ **MMIWG** - Missing and Murdered Indigenous Women and Girls Inquiry ▪ **TRC** - Truth and Reconciliation Commission
UNDRIP - United Nations Declaration on the Rights of Indigenous Peoples ▪ **2SLGBTQQIA** - Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual

UBC Actions/Interventions	Library Goals/Outputs
GOAL 2: Advocating for the truth: Facilitate open public dialogue about truth, reconciliation and the recognition of Indigenous peoples' human rights.	
8. Provide free and publicly accessible educational tools, events and resources that promote the local and global implementation of Indigenous peoples' human rights, the Truth and Reconciliation Commission's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice.	<ul style="list-style-type: none"> Continue efforts to update and enhance ISP and Indigenous-focused resources throughout the UBC Library web infrastructure. Continue efforts to host Indigenous-focused community events and work with Library Communications to share these stories.
GOAL 3: Moving research forward: Support research initiatives that are reciprocal, community-led, legitimize Indigenous ways of knowing and promote Indigenous peoples' self-determination.	
13. Co-develop research protocols and community-specific ethical research guidelines with interested community partners to ensure students and Faculties are approaching research opportunities with communities in a respectful and formalized manner. This includes the imperative of free, prior and informed consent and protocols on the ownership, control, access and possession of Indigenous data.	<ul style="list-style-type: none"> Develop protocol and procedures regarding access to and handling of sensitive Indigenous materials at UBC Library. Establish clear protocols, policies and procedures for handling requests to remove Indigenous materials from the collection, especially if they involve a Commit to Retain. Develop library-wide Harmful Language Statement that incorporates Indigenous considerations.

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	<ul style="list-style-type: none"> • Provide training for selectors to support selecting materials that legitimize Indigenous ways of knowing and promote Indigenous peoples' self-determination. • Continue work on Indigenous metadata, including reducing harm in description, respectful language and naming in description, and pronunciation guidance. • Incorporate clear guidelines and practical resources for working Indigenous data into the UBC Data Management Plan (DMP) templates for federal funding agencies, helping to ensure all templates include sections addressing OCAP and CARE principles with examples and appropriate contact information.
<p>14. Provide Indigenous people who are engaged in research with equitable and timely compensation that recognizes the significant value of their participation to the research process and outcomes.</p>	<ul style="list-style-type: none"> • Align Library Finance (UBCV) and Library Admin (UBCO) procedures with Indigenous Finance Guidelines, with the specific goal of more timely payment to Indigenous program partners.
<p>GOAL 5: Enriching our spaces: Enrich the UBC campus landscape with a stronger Indigenous presence.</p>	
<p>19. Engage with Musqueam, the Okanagan Nation, and other Indigenous host nations, as appropriate, regarding the design and development of UBC facilities.</p>	<ul style="list-style-type: none"> • Engage Musqueam, the Okanagan Nation, and other Indigenous host nations (as appropriate) in the design and development of UBC Library facilities, as projects arise.
<p>20. Establish a cultural expert program that brings Musqueam, the Okanagan Nation and other interested nations' cultural experts and Indigenous knowledge holders to the UBC campuses to work, teach and promote their expertise.</p>	<ul style="list-style-type: none"> • Seek funding to establish a Musqueam cultural expert or knowledge holder for <u>X</u>wi7<u>x</u>wa Library.
<p>23. Implement an Indigenous procurement strategy which prioritizes the provision of goods and services from Indigenous businesses and vendors.</p>	<ul style="list-style-type: none"> • Promote the use of Indigenous business directory for procurement

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GOAL 6: Recruiting Indigenous people: Position UBC as the most accessible large research university globally for Indigenous students, faculty and staff.	
25. Develop Indigenous recruitment, retention and advancement policies, which strategically increase Indigenous faculty and staff numbers on both campuses.	<ul style="list-style-type: none"> Integrate the Indigenous Learning Pathways training into expected Professional Development to be taken by all managers (i.e. Heads, Library-Executive, etc.) and selection committee members to support Indigenous cultural awareness, with an emphasis on retention of Indigenous employees (also in Action 33 and 34). Ensure UBC Library is following UBC's incoming guidelines around Indigenous identity.
26. Identify apprenticeships and new employment opportunities for members of, and in partnership with, Musqueam, the Okanagan Nation and other Indigenous communities.	<ul style="list-style-type: none"> Investigate how to establish a mutually beneficial collaboration between Musqueam and UBC Library.
27. Integrate competence or interest in developing competence in teaching Indigenous content and working with Indigenous students and colleagues into university job descriptions.	<ul style="list-style-type: none"> Add reconciliation language and duties to job descriptions. Add language around Indigenous Cultural Awareness to job descriptions and ensure training is made available to support this. Add follow-up monitoring to frameworks for performance evaluation and feedback.
GOAL 7: Providing tools for success: Forge a network of Indigenous peoples' human rights resources for students, faculty, staff and communities.	
31. Develop a research information repository and communication portal that assists students, faculty, staff, communities and researchers at large to access resources, information, publications and reports about Indigenous issues and knowledge.	<p>Increase the findability of Indigenous materials within UBC Library's collection through:</p> <ul style="list-style-type: none"> Indigenous metadata enhancement, Development of a Library-wide Harmful Language statement and procedure for patrons to flag concerns (also in Action 13), Including findability of Indigenous materials in new Library Management Platform Requirements. Conduct environmental scan on Indigenous-focused LibGuides for relevance and accuracy. Find opportunities to share librarian and archivist expertise to support the Musqueam Curation Project.

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<p>33. Create a professional development program that assists faculty and staff to foster safe and inclusive classrooms and workplaces.</p>	<ul style="list-style-type: none"> Integrate the Indigenous Learning Pathways and other relevant training programs into expected Professional Development to be taken by all existing employees (related to Action 25).
<p>34. Develop and deliver Indigenous history and issues training for all faculty and staff to be successfully completed within the first year of employment at UBC and to be reviewed on a regular basis.</p>	<ul style="list-style-type: none"> Integrate the Indigenous Learning Pathways training into new employee orientation. Identify additional training programs for existing employees, including leaders, that leverage UBC courses about Indigenous history and issues.