

**ANNUAL
REPORT** 2017|18



SIX NATIONS
POLYTECHNIC

REMEMBRANCE



LOTTIE KEYE

February 11, 1938 - December 25, 2017

SNP Board Member from 2009-2017

SNP Indigenous Knowledge Guardian

It is with deep sadness that Six Nations Polytechnic acknowledges the passing of our dear friend, mentor, board member, and Indigenous Knowledge Guardian, Lottie Keye. Lottie enjoyed several professional careers beginning as a nurse and working in the field for over 20 years. She then went to the Six Nations Day Care and finally returned to university to obtain her Ontario Teachers certificate. Lottie dedicated the rest of her professional career to language revitalization and preservation of the Cayuga language. Other notable accomplishments include co-authoring the first Cayuga Language dictionary and first written text of the Gaihwí:yo. She was the first Cayuga Language teacher of the Gaihwí:yo immersion school system. Lottie also sat on many boards of directors over the years including Six Nations Polytechnic, Sweetgrass First Nations Language Council, and Six Nations Birthing Centre. She was also proud of her work with the Elders Soup meetings and with McMaster University. Lottie was dedicated to all her students and family whom she referred to as her children. She was most proud of the fact that she was able to hear many of her former students lead the ceremonies of the Longhouse.



JAMES STYRES,

SNP Indigenous Knowledge Guardian

It is with deep sadness that Six Nations Polytechnic acknowledges the passing of our dear friend, and Indigenous Knowledge Guardian, James (Jim) Styres. Jim dedicated his life to learning and teaching our traditional ways and how to talk about them in our languages. Jim was acknowledged as an Indigenous Knowledge Guardian by SNP based on the contributions he made to the retention of our languages and ceremonies. Jim was one of the people everyone would go to when they needed a ceremony done, to know about our history, or to know about our traditional practices. He was a Faith Keeper for about 70 years. Jim's real education came from the oral traditions passed down from generation to generation. Jim was always eager to help anyone who wanted to learn and his door was always open. Jim was frequently called upon to validate how words are said in the language. His lifelong knowledge of the language and ceremonies was considered a resource to the community of speakers who were working towards becoming fluent speakers. Jim was married for 53 years and had three children and five grandchildren. Jim was honoured as a Six Nations Community Treasure in 2008 and became an Indigenous Knowledge Guardian for SNP in 2010.

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WHO WE ARE

Six Nations Polytechnic is a unique Indigenous education organization, recognized by community, government, and institutions of higher learning, as a *Centre of Excellence* for Indigenous Knowledge.

Established in Canada's most populous First Nation to offer postsecondary and now secondary education and training, SNP currently operates under First Nations jurisdiction in compliance with federal and provincial postsecondary legislation.

SNP has formal partnerships with nine publicly funded Ontario Universities and Colleges and collaborates with five Ontario based Indigenous owned and controlled post-secondary Institutes.

VISION

Our vision is to achieve international distinction for excellence in Indigenous education, Indigenous language revitalization and continuance of Indigenous knowledge.

MISSION

SNP's unique mission is the preservation, application and creation of knowledge specific to Ogwehoweh languages and culture while respectfully interacting with and informing other knowledge systems.

SNP's "two road" epistemology applies in teaching and research that serve the social, cultural and economic needs of our community and society. SNP is committed to the values of Ga'nigghi:yo:/Kanikorriio (Respect and the Good Mind) for the benefit of all who share this land.

Established 1993
Registered Charity, 2014

STRATEGIC OBJECTIVES

1 Increasing engagement of Six Nations people in the cultural, social and economic systems and structures that sustain our existence.

2 Closing the knowledge gap that exists in society with respect to the history of the country, the experience of Indigenous peoples, the impacts of colonization and trauma, and the outstanding obligations that remain to be addressed (access to lands, resources, cultural and language revitalization, etc.).

3 Contributing to a sustainable future for all.

ORGANIZATIONAL VALUES

The Board has identified values to guide the organization. These are stated in Board policy as Hodinohsó:nih values of Ga'nigohí:yo:/Kanikoríio (Values of the Good Mind). The expectation for all (Board, staff, instructors and students) is to operationalize these values in their respective roles and to conduct themselves accordingly and in compliance with organizational policies.

SNP is committed to the values of Ga'nigohí:yo: / Kanikoríio (Respect and the Good Mind) for the benefit of all who share this land.

Hodinohsó:ní'

Values of Ga'nigohí:yo: / Ka'nikonhrí:io

FAIRNESS

(gêdêqhsra') (kentenrónhshera) (odihwagwáihshyq)

SHARING

(degáihwakahsôhsra') (aterihwakahsióhshera) (adênide:sä:)

HONESTY

(odrihwagwáihshôhsra') (aterihwakwarihsióntshera) (gaya'da:denih)

KINDNESS

(adênidéqhsra') (ateniteróntshera') (adênide:sä:)

CONFIDENTIALITY

(adrihwahséhqhsra') (aterihwahsehtónshera') (gaihwhséhdi)

CONSISTENCY

(oihwadóqhsra') (aterihwatokéntshera') (gaihwadó:gêh)

INTEGRITY

(oya'dawádqhsra') (atkwenióntshera') (ganihgqhewá:nê)

RESPONSIBILITY

(adrihqdá:tsra) (aterihontátshera) (gaihwayêdáhgwih)

RESPONSIVENESS

(adehsrónihshôhsra') (kariwahserakwáhshera') (gaihwasá:gwêh)

COOPERATION

(gayenawáhsra') (kaienawáhshera') (gayenawáhsä)

OPENNESS

(ganhodôgwêhsra') (kanhotonkwénhshera') (ganigohí:yok)

TRUSTWORTHINESS

(oihwadóqhsra') (tekaniahesénhtshera') (hoyada:dê:ni)

BOARD OF DIRECTORS

D. Kevin Martin
Board Chair

Michelle Davis
Vice chair

Suzie Miller
Secretary/Treasurer

Bonnie Freeman
Board Member

Steve Montour
Board Member

Melba Thomas
Board Member

Ima Johnson
Cultural Advisor

Lottie Keye
Board Member emeritus

Janie Jamieson
Board Member

Dakota Brant
Board Member

Wray Maracle
*Six Nations Elected Council
Representative*

Marion Martin
GRPSEO Representative

Lindsey Johnson
Student Representative

MESSAGE FROM THE BOARD CHAIR & PRESIDENT



Kevin Martin
Board Chair



Rebecca Jamieson
President-CEO

It is an honour to present the 2017-2018 Annual Report highlighting Six Nations Polytechnic's (SNP) vision for the future as well as the many student and organizational accomplishments that have taken place over the past year.

SNP is especially pleased to celebrate the successes of our students. Many of our students' journeys have been challenging yet they have persevered and achieved their goals by applying their strengths and commitment. At SNP we understand and value our students' efforts and extend sincere congratulations to all.

One of our most significant milestones over the past year was working side-by-side with fellow Indigenous Institutes to co-create the Indigenous Institutes Act which was passed by provincial parliament in December of 2017. This new legislation recognizes Indigenous Institutes as the third pillar of education in Ontario and allows us to create our own pathways forward in the post-secondary landscape. You can read more about this historic achievement on page 12.

We extend warm congratulations to our students and thanks to all who made this possible; including staff, instructors, Board members, Indigenous Knowledge Guardians, students and language program graduates.



YEAR AT-A-GLANCE



Indigenous Research Symposium

In November 2017, Six Nations Polytechnic hosted the Indigenous Research Symposium. The symposium showcased presentations by researchers, scholars, and artists exploring themes of language, land & art. The symposium featured a keynote presentation by Jock Hill, as well as presentations by Sue Hill, Rick Monture, Theresa McCarthy, Jeremy Green, Rick Hill, Kevin White, Kehte Deer, Bonnie Freeman, Taylor Gibson and more.

Mohawk Language App

Last year we went viral with our Mohawk Language App. News coverage of the story reached over 23

million people around the world and the app was downloaded over 14,800 times on Apple and Android devices. Several staff from SNP worked on the development of the app, including Sara General, Jennie Anderson, Ryan Decaire, Tom Deer, Martha Lickers, Scott Longboat, and Alyssa M. General. The team began work on the app in May 2017 which involved countless hours of translating, recording, and programming.

Free Prior and Informed Consent Website

SNP's Indigenous Knowledge Centre, Deyohaha:ge: partnered with Wilfrid Laurier University to create an online resource about Free Prior and Informed Consent (FPIC), which

is the inherent right Indigenous communities have to decide “yes” or “no” to mining, forestry, oil, gas, water, or other proposed external activities that would affect their lands, territories, and/or natural resources. Developed with and for Indigenous peoples, the website provides information and resources on FPIC as a tool of self-determination to assist communities in decision making. The website can be found by visiting www.fpic.info.

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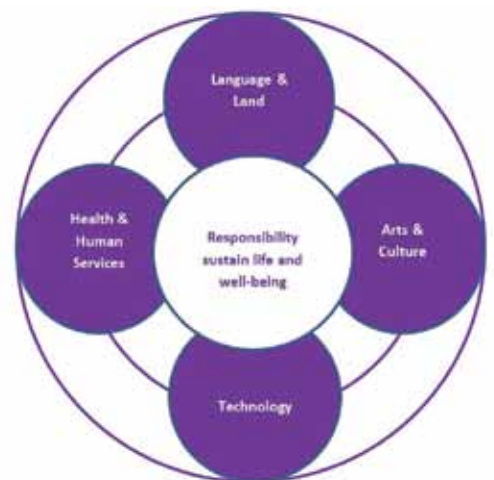
SNP STEAM Academy – The first school in Canada to offer a unique Grade 9 – College model focused on student success in a culturally supportive environment

In its inaugural year the STEAM Academy contributed to SNP's record for student success, seeing 32 grade nine students successfully complete their first year of studies. With 57 new grade nine students starting in September 2018, the STEAM Academy now has close to 100 students in their grade nine and ten classes, with plans to grow each year as a new cohort starts.

Trades – Working with employers and community to build an inclusive work force

In response to labour market needs within the city of Brantford and surrounding communities, SNP offers trades training at our Brantford Campus. We've also received accreditation from the Welding Bureau of Canada (WBC) to operate as a Welder Test Centre for employers

ACADEMIC PLANNING



Guided by our vision and mission which are grounded in our collective responsibility to sustain life and well-being, SNP program clusters include the four categories above.

SNP Programming responds to community need. The scope and impact of this programming is extended significantly as a result of SNP's many partnerships.



SIX NATIONS ACHIEVEMENT CENTRE

The **Six Nations Achievement Centre** is a community-based Literacy and Basic Skills program that has provided service to the community of Six Nations for over 28 years. Funding for the program is provided by the Ministry of Advanced Education and Skills Development.

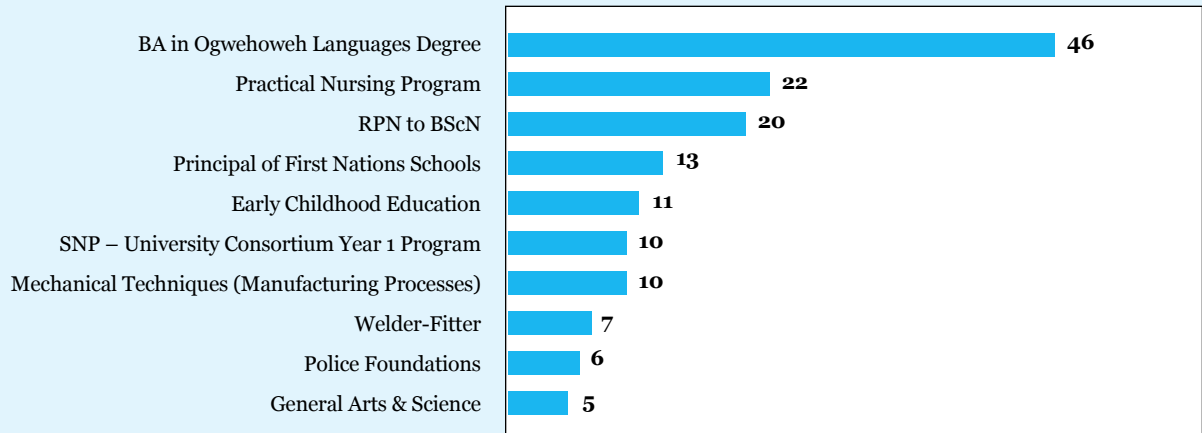
The Learner numbers are collected from our reporting database (EOIS CaMs) on the Ontario ONE Key site.

The Six Nations Achievement centre is pleased to report that we have exceeded our target number by four learners.

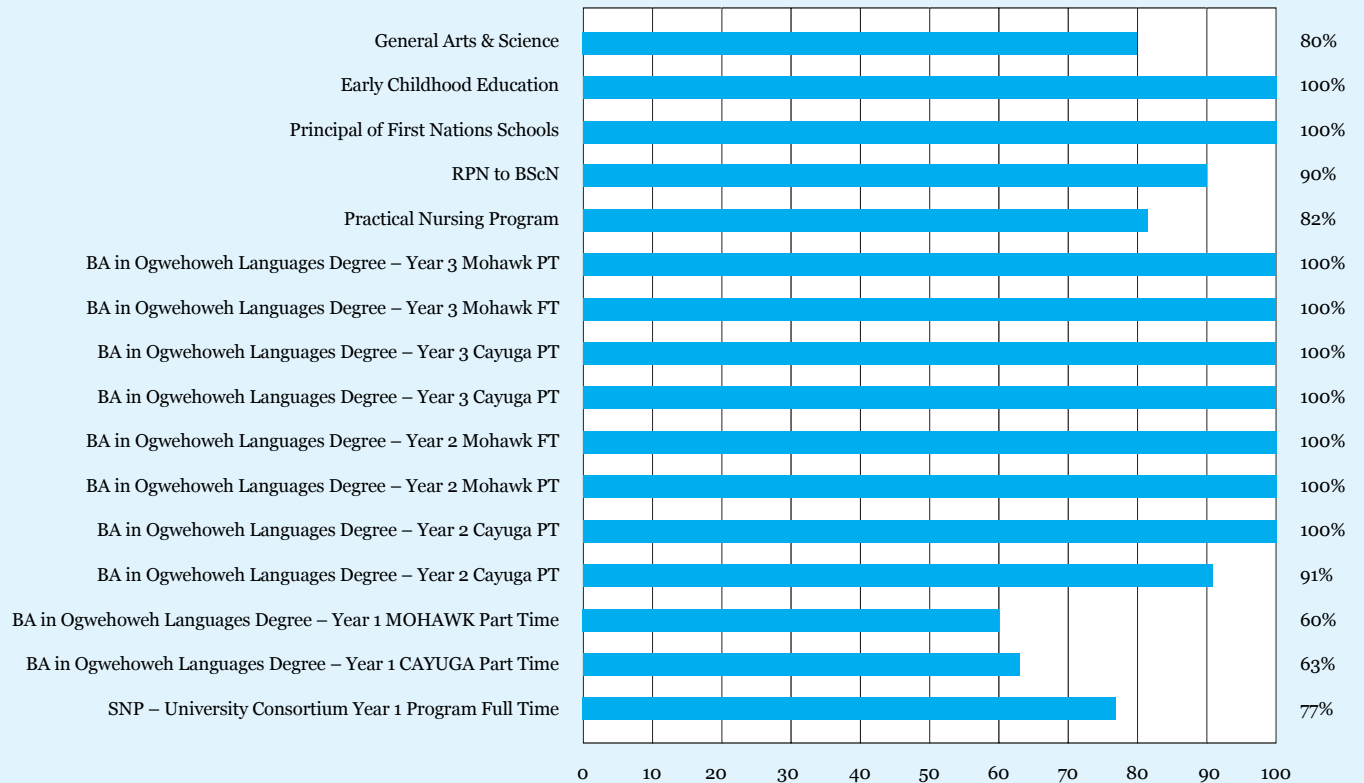
2017/2018 MAESD Target Number: 38

Program	Learners
Introduction to the GED	6
Building Computer Confidence	11
One-to-one	4
Crafting for Employment	12
Drivers – Study for the G1	1
Cayuga Language – Continuous Learning	8
TOTAL	42

POST SECONDARY ENROLMENT: 2017-18



2016-2017 POST SECONDARY PROGRAM Year of Study Completion Rate



STRATEGIC INITIATIVES



1. CONTRIBUTING TO INDIGENOUS RESILIENCE

All SNP programs are designed with the objective of contributing to Indigenous resilience in mind, however below are a few of the key activities that took place over the past year that fall under this category.



ARTISAN SERIES

The Continuing Education Artisan Series is a collection of workshops focused on three streams: Hodinohso:ni raised beadwork, textile arts, and jewellery arts. The program overall is designed for new learners who wish to pursue a new skillset or expand on

their existing experience. The highlights of the series include a raised beadwork medallion, ribbon dress, ribbon skirt, and a wire-wrapped stone pendant, among more class options! The workshops commenced in March 2018 and continued until June 2018 seeing 35 individual students come through the SNP's doors. The series continues to be an opportunity to showcase Six Nations Polytechnic as a hub for Indigenous art and a place where community can come together to create and learn together.

YOUTH AMBASSADOR PROGRAM

Now in its third year, SNP's Hodinohso:ni Ambassador program continues to provide a forum for our young leaders to explore solutions to community issues, develop new skills, and learn about Hodinohso:ni culture. This year the theme of the program was sustainability and participants learned about sustainability and were able to visit an Earth Ship (sustainable building) here in the community. Participants were asked to complete projects on how we

can make Six Nations a more sustainable community and presented their ideas on topics ranging from health and wellbeing, to deforestation, food sovereignty and recycling to community planners. We are so proud of the work that these incredible young leaders are doing and can't wait to see what the future holds for them. Congratulations again to all those that completed the program this year!

OUTREACH AND ENGAGEMENT

Throughout the past year, SNP had direct engagement with hundreds of people through presentations, seminars, workshops, advisory services and provision of instructors, including but not limited to:

- College of Teachers
- Convocations
- Development
- Two Row Research Partnership
- Post-Secondary Funding Strategies
- Indigenous Knowledge Centre Lunch and Learn Series (monthly)
- Cultural Fluency Series

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2. CLOSING THE KNOWLEDGE GAP/ BUILDING UNDER- STANDING ACROSS CULTURES

BRANTFORD CAMPUS GROWTH

Modernizing the Brantford campus, through a previous \$5M grant from the Government of Canada, provided access to thirty additional teaching and learning spaces and unprecedented growth for SNP. Fifteen new full-time instructors and staff members joined the Brantford team this past year and Brantford campus staff are excited to continue the journey together to bring more educational opportunities to our community and region.

The Brantford campus currently has a trifecta of program offerings. Students can pursue post-secondary education, skilled trades training, or their Ontario Secondary School Diploma at SNP’s tuition free high-school, the SNP STEAM Academy.

SNP STEAM ACADEMY

In August of 2017 the Six Nations Polytechnic STEAM Academy opened its doors to its first class of secondary school students who have come to be known as the STEAM ‘Groundbreakers’. Throughout the academic year this group of students took part in an array of learning activities that were ground-breaking in their own right. From trips to computer manufacturing facilities, to participating in professional theater workshops, to competing and winning at national sports competitions these students have participated in an unprecedented year of learning and growth.

Although new, SNP STEAM Academy quickly became a respected division of SNP offering secondary level education focusing on Science, Technology, Engineering, Art and Mathematics. In all aspects of the program a specific emphasis has been placed on ensuring that Hodinohsóni culture and language is woven throughout the curriculum and that the values of Ga’nikohiyó: are foundational to our practice and our daily interactions.

Average Attendance/Student

2017-2018	92.25%
Semester 1	93.18%
Semester 2	91.32%

Average Credits Earned/Student

2017-2018	91.95%
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STEAM Academy Land Camp

In July 2018, SNP's STEAM Academy, in partnership with Actua and Western University, offered local Indigenous high school students with a unique for-credit, land camp. Key activities during the Gaqdewayehsta' Ohwejagehka: (Learning on the Land) camp included: learning STEAM lessons and participating in a range of practical, hands on science based activities; participating in culturally based science and engineering activities such as designing and creating moccasins, creating traditional medicinal salves, learning about the role of water in soil erosion and traditional living, visiting a full size longhouse; and participating in the Two Row on the Grand, a massive caravan of canoes and kayaks that travel through traditional territory ending with a social and traditional games and food. This is the first time an Indigenous studies course has been offered as a for-credit summer camp.

Land Camp & Reach Ahead Credit, 2017-2018

Gr. 8 Students Enrolled	10
Secondary Students Enrolled	11
Credits Earned	21

COMMUNITY HUB

SNP actively supports the creation of a community learning space and participates in various initiatives that help inform program selection and labour market needs. SNP has three on-site partners that help contribute to the overall student experience.

1. Brant Skills Centre (BSC)

Assists with student preparedness and program delivery through tutoring supports and instructional needs. Incoming students are referred to BSC to ensure they receive the academic upgrading or preparedness supports they need to successfully apply to SNP programs.

2. Brant County Health Unit (BCHU)

BCHU provides a weekly on-site public health nurse at the Brantford campus. The Nurse is available to all SNP Post Secondary, Trades and STEAM Academy students. The nurse also works with the SNP STEAM Academy to provide health related workshops and information sessions and our Personal Sustainability Life Skills class with workshops on healthy eating and healthy lifestyles.

3. Contact North | Contact Nord

Contact North has recently relocated their Grand River Contact North On-Line Learning Centre to the SNP Brantford Campus. Contact North partners with SNP to support students in two distinct ways; to meet academic needs for admission into SNP programs and to source out on-line learning opportunities for students in our post secondary and trades programs when General Education credits are needed. Contact North also provides a space for students to access on-line learning and study space.

INDIGENOUS CULTURAL COMPETENCY AND SAFETY TRAINING

This 5-part workshop series worked on deconstructing our assumptions, understanding our differences and working towards positive and authentic understandings and actions of reconciliation. To launch the series, the first session explored the history of Indigenous people in Canada with a specific focus on Hodinohso:ni territory. Participants engaged in critical conversations around relationship building between community agencies and Six Nations Polytechnic (SNP). Various agencies from across Six Nations, Brantford, Brant County, Hamilton, Cambridge and Toronto participated in all or parts of this training series. The sessions were held February 28 through April 11, 2018.



DEYOHAAH:GE: INDIGENOUS KNOWLEDGE CENTRE ACTIVITIES:

- Community Awareness Week open house IKC tours and Haudenosaunee trivia
- IKC staff participated in First Aid and CPR training, and training in using Orbund software for education management
- Employed two summer students through the Canada Summer Jobs program providing 360 hours of work experience in archiving and researching
- Mentored a student in the Indigenous Undergraduate Summer Research Student Program run by McMaster University

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- Hosted Fulbright Canada scholarship recipient Kevin White as a guest scholar at the IKC
- Organized the first Creation Story Think Tank developed and facilitated by Kevin White
- Ran the Stronger Together week long Ecumenical Camp in collaboration with the Grand River Ecumenical Partnership which brought together settler and Haudenosaunee community members to develop ideas and actions for reconciliation
- Assisted instructors of SNP's inaugural STEAM Academy cohort with incorporating Indigenous Knowledge into their courses
- Lead a roundtable lunch session and a poster session at the Association of Tribal Archives, Libraries and Museums conference in New Mexico
- Hosted the Two Row Research Partnership seminars in partnership with McMaster University faculty held monthly at Six Nations Polytechnic with faculty, staff and research students
- Facilitated the Indigenous Research Symposium exploring themes of language, land and art

Indigenous Knowledge Centre Statistics

- Inquiries from website contact form: 48
- Requests for research material: 60
- Drop in visitors: 104
- People reached at live events and presentations: over 1,600
- Donations to the IKC include: corn husk dolls, books, newspaper articles, brochures and personal notebooks from community members and members of surrounding community; digitized stories, manuscripts, photos and recordings from the American Philosophical Society; and books, carvings and other small items from WIPCE delegates.



3. SUSTAINABLE FUTURE

INDIGENOUS INSTITUTES ACT

The passing of the Indigenous Institutes Act in December 2017, signified Ontario's commitment to reconciliation and the United Nations Declaration on the Rights of Indigenous Peoples. The legislation acknowledges Indigenous Institutes, established under First Nation authority, as a third complementary pillar in post-secondary education and training in Ontario and creates a new pathway for Indigenous students to earn a diploma, certificate or degree. With this acknowledgement will come

credential granting and predictable funding which will sustain SNP for years to come.

SKILLED TRADES

SNP Brantford is now a Canadian Welding Bureau (CWB) Accredited Test Centre. Welders in Canada can obtain or renew their CWB tickets, at competitive rates, at SNP. Welding programs, offered in partnership with Canadore College, include:

- **We are Welders** – A women's only, 28-week tuition free program sponsored by the Ministry of the Status of Women.
- **Welder Fitter** – 23-week post-secondary certificate.



Equipment upgrades multi-process welding instruction and testing and technology assisted learning and reduced operating costs (virtual weld systems).

INFORMATION TECHNOLOGY

SNP is consistently working towards keeping its information systems, and infrastructure fresh, current and relevant. A seamless and holistic environment is the mission for faculty, staff and students. 2017-18 brought SNP a brand-new domain environment, a full Disaster Recovery plan, and integrated communications between both campuses.

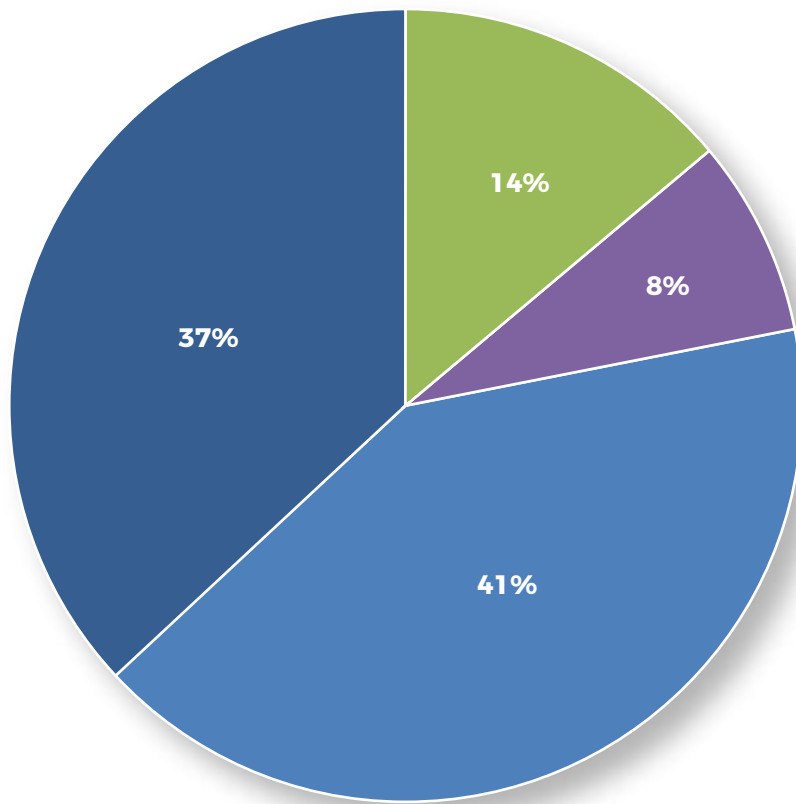
HOMEWORK SUPPORT PROGRAM

Homework Support offers Six Nations students homework assistance in all subject areas in a relaxed, supportive learning environment. Students have access to the internet/computers to complete assignments and projects. Students are required to bring their homework, books and any materials that will assist the tutors in supporting their needs. The location is a quiet place for all to work and study. Our mandate is to support students in all areas of their academic achievements through continued homework support during the evenings as required. Our tutors work at the various elementary and secondary schools with our students and have an expertise in their support area of support. Homework Support is offered Monday through Thursday evenings at SNP from 6 pm to 9 pm.

MONTHLY ATTENDANCE AT HOMEWORK SUPPORT PROGRAM SEPTEMBER 2017 – JUNE 2018

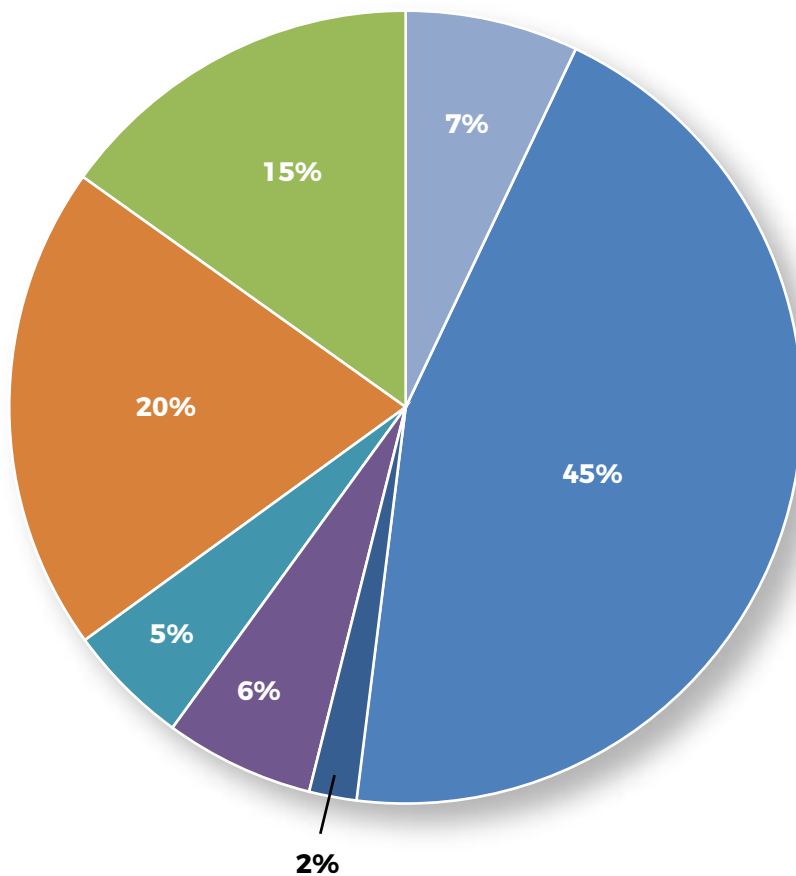
Month	# of students	Math	Science	Language Arts	Other
September 2017	11 (8E;2S;1C)	5	1	4	2
October 2017	31 (17E;13S;1C)	11	8	10	4
November 2017	78 (38E;34S;6C)	38	14	25	7
December 2017	46 (24E;22S)	25	13	13	2
January 2018	68 (29E;39S)	34	18	19	9
February 2018	76 (44E;30S;2U)	49	21	1	19
March 2018	56 (28E;27S; 1U)	46	6	9	2
April 2018	49 (17E; 28S; 4U)	35	2	4	12
May 2018	53 (21E;30S;2C)	34	14	4	15
June 2018	36 (17E;19S;1C)	21	8	6	7
TOTALS	504 (245E;244S;16C)	298	105	95	60

E = Elementary Students S = Secondary Students C = College/University Students



**EXPENDITURES
2017-2018**

- STAFFING
- PROGRAM COSTS
- GENERAL ADMIN
- OTHER EXPENSE



REVENUE 2017-2018

- MAESD
- LITERACY
- PSPP
- OTF
- TUITION
- OTHER INCOME
- OTHER FUNDING

STATEMENT OF EARNINGS

Year ended March 31, 2018

	2018	2017
Revenue:		
Ministry of Advanced Education and Skills Development (MAESD)	\$ 2,844,556	\$ 1,763,948
MAESD - Literacy and Basic Skills	119,770	103,508
Post-Secondary Partnership Program	975,018	1,596,117
Ontario Trillium Foundation	416,000	418,748
Tuition	310,577	479,388
Other Funding	1,269,589	980,183
Other Income	447,319	498,216
	6,382,829	5,840,108
Expenses:		
Salaries and benefits	\$ 2,808,268	\$ 1,661,865
Facility and supplies	871,512	1,011,315
Tuition and program fees	268,050	325,036
General and administrative	659,603	649,316
Instruction fees	799,794	820,570
Student services	39,401	67,387
Program development	613,801	608,067
Professional development	57,577	92,313
Education materials	43,206	85,811
Cultural support	223,186	123,182
Awards and bursaries	20,000	25,480
	6,404,398	5,470,342
(Deficiency) excess of revenue over expenses	21,569	369,766
Other expenses (income):		
Amortization of capital assets	657,322	350,325
Amortization of deferred capital contributions	(296,798)	(125,037)
	360,524	225,288
(Deficiency) excess of revenue over expenses	\$ 382,093	\$ 144,478

STATEMENT OF FINANCIAL POSITION

As at March 31, 2018

	2018	2017
Assets		
Current assets:		
Cash	\$ 1,486,072	\$ 1,730,442
Accounts receivable	1,672,687	732,307
Investments and marketable securities	150,000	150,000
Monies held in trust	35,356	66,706
Inventories	13,462	13,462
Prepaid expenses	21,455	152,379
	3,379,032	2,845,296
Long term deposit	91,667	91,667
Capital assets	7,933,000	4,446,363
	\$ 11,403,699	\$ 7,383,326
Liabilities		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 506,516	\$ 827,919
Deferred revenue	3,027,042	555,533
Current portion of long-term debt	1,935	1,935
	3,535,493	1,385,387
Long-term debt	484	2,419
Deferred capital contributions	4,920,042	2,665,748
	8,456,020	4,053,554
Commitments and contingencies		
Net assets:		
Invested in capital assets	3,012,957	2,735,289
Unrestricted	(65,278)	594,483
	2,947,679	3,329,772
	\$ 118,403,699	\$ 7,383,326

On Behalf of the Board



Director



Director



FUTURE DIRECTIONS

Six Nations Polytechnic is a *Centre of Excellence* for Hodinᓁᓂᓱᓂᓱ language, history and cultural materials and continues to expand its capacity to serve as an interdisciplinary resource hub with partners.

WATCH FOR INFORMATION ABOUT THE UPCOMING:

Champions for Change
Indigenous Education Conference
November 14 & 15, 2018
Six Nations Polytechnic



SIX NATIONS
POLYTECHNIC

SIX NATIONS CAMPUS

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