

# MRU - FACULTY OF ARTS

## EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

### *YEAR END REPORT*

**Name of Committee:** Arts Equity, Diversity, and Inclusion Committee

**Name of Committee Sponsor:** Faculty of Arts

**Date:** Academic Year 2022-2023

#### **Committee Members**

**Nathaniel Wagenaar**, Interior Design - Chair

**Michael Ata**, Economics, Justice, and Policy Studies

**Rob Boschman**, English, Languages, and Cultures

**Sonya Flessati**, Counseling

**Amos Nkrumah**, Sociology and Anthropology

**Ines Sametband**, Psychology

#### **Mission:**

In 2009 the Arts Faculty diversity committee was initiated as a means to ensure equal voice is given to all. The mission of the Faculty of Arts Equity, Diversity, and Inclusion committee is to cultivate and promote a culture of respect, equity, and inclusion within the Faculty of Arts community.

#### **Summary of Committee Work / Discussions:**

The committee had a productive and informative year with a strong focus on promoting equity, diversity, and inclusion (EDI) in all of its activities. Meeting monthly, the committee established its identity, scope, and expected activities, with a particular emphasis on advancing EDI through the development of a new Charter. The committee also dedicated significant time and resources to hosting and facilitating an EDI event that focused on Indigenous facilitation, and integrating EDI principles and practices into all aspects of its work.

A fulsome list of the committee activities includes:

- Submitted a comprehensive EDI Charter to DAG that aligns with MRU's EDI goals and strategies, establishes goals and activities for the committee, clarifies roles and responsibilities for committee members, and outlines types of events the committee can facilitate.
  - Met with the Associate Dean to review and discuss the approach to the Charter.
- Liaised with the MRU Office of Equity, Diversity, and Inclusion by inviting Dr. Moussa Magassa to an Arts EDI meeting on December 08 2022 to discuss scopes of EDI, roles and responsibilities for the committee, and suggestions for activities and projects.
- Facilitated and hosted an EDI event with Alec Carton from Tataga Inc., through a successful application to the MRU Arts EDI Opportunity Fund. The event focused on socio-conscious organizational strategies, social impact, and inclusion, and facilitation with Indigenous culture.
- Requested that EDI matters are included as a standing item on each department meeting agenda by asking each Arts EDI committee member to add it and coordinate with their department chair.
- Facilitated communication with Ademola Adesola from the Department of English, Languages, and Cultures, through his attendance at the committee's April 21st 2023 meeting, to support his own EDI speaker series and scheduled Ademola to host a talk as a Faculty of Arts EDI event for next year.
- Communicated with the Office of Safe Disclosure to arrange a meeting with the EDI committee next year and facilitate an EDI speaker event next winter (2024).
- Created new template forms for meeting minutes, end-of-year report, and annual report.
- Prioritized tasks for next academic year, including establishing a speaker series with Ademola and the Office of Safe Disclosure and prioritizing the creation of a Faculty of Arts EDI website.

Overall, the committee's efforts have helped to foster a more inclusive and welcoming environment for all members of the community, and we look forward to continuing our work in promoting EDI in the coming year.

We thank all committee members and MRU staff, faculty, and students for the rich discussions which demonstrated the importance of EDI in the Faculty of Arts.

**Appendix Items:**

- Full academic year meeting minutes
- Updated charter
- Tataga presentation invite and event photographs

# Appendix 1

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 01

Date: October 05 2022

Time: 10:00am - 11:00am

## Attendees

Shane Gannon (Organizer, left after election of new Chair)

Michael Ata

Sonya Flessati

Kim Halvorson

Ines Sametband

Nathaniel Wagenaar

Amos Nkrumah

## Regrets

Rob Boschman

Madeline Scarlett (Attended start of meeting online)

Agenda/Meeting Items		Notes	Action Items
01.	Election of Chair	SG: Nathaniel Wagenaar volunteered to be new chair. No objections.	
02.	Charter	SG: Charter from last year not adopted by DAG. DAG requested additional review. SG: Committee must submit Annual Plan SG: Left meeting after election of chair and notes on Charter.	NW: Chair to review, circulate and discuss with committee
03.	Introductions	Committee member introductions.	
04.	Review of Committee Responsibilities/Role	NW: Advocating for diversity. Exact scope not fully defined. What committee can do could be focus of the year. Create actionable items.	NW: For next meeting, discuss focus on actionable items for the year.

05.	Round Table	<p>General discussion on scope of committee, ideas for what can be focused on this year.</p> <p>IS - Unify, and communicate with various diversity committees (MRFA, MRU, etc.)</p> <p>MA - What are diversity initiatives in each department? Could review/collect.</p> <p>NW - Good discussion, could incorporate into annual plan.</p> <p>NW - Will schedule meetings +/- 3 weeks.</p> <p>Will have another meeting before end of October to finalize annual plan, discuss approach for year.</p>	<p>NW: To compile meeting minutes.</p> <p>NW: Schedule and send out invite for next meetings</p>
-----	-------------	--	--

Minutes prepared by: Nathaniel Wagenaar

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 02

Date: November 24 2022

Time: 3:00pm - 4:00pm

## Attendees

Michael Ata

Sonya Flessati

Ines Sametband

Nathaniel Wagenaar

## Regrets

Amos Nkrumah

Rob Boschman

Madeline Scarlett

Agenda/Meeting Items		Notes	Action Items
01.	Introductions	Minutes from last meeting approved	NW: To upload to the shared drive
02.	Discuss and finalize Charter	Charter updates reviewed. Motion to adopt charter and submit to DAG passed	NW: To submit updated charter to DAG
03.	Review annual plan	Annual plan reviewed. Motion to adopt annual plan passed.	
04.	Establish committee goals and objectives	<p>NW: What is an EDI event, speaker, action item, etc. the committee can engage in this year?</p> <p>NW: Would like to engage with an indigenous designer of facilitator.</p> <p>IS: Noted psych has own EDI committee (student led), and they will look to put on event in september.</p>	<p>NW: All members to brainstorm, discuss potential items for EDI committee goals for the year. Will try to confirm at next meeting for implementation in the New Year.</p> <p>NW to reach out to contacts to gauge</p>

		<p>MA: Brought up that Dr. Moussa Magassa as senior leader of EDI at MRU would be great resource.</p>	<p>interest of indigenous faculty / speaker.</p> <p>NW: Will reach out to Dr. Moussa Magassa to ask to come to next meeting to help coordinate and brainstorm scope of work for EDI committee.</p>
05.	How to communicate with the other MRU diversity committees	<p>MA: Could create event to coordinate all EDI committees?</p> <p>NW: Can we create contact list for all EDI departments, contacts at MRU, does this already exist?</p>	<p>IS: To review / gather contacts of all EDI committee contacts.</p>
06.	Departmental communication	<p>NW: How do we communicate with the individual departments? Can we reach out to see how each department is promoting EDI?</p> <p>SF: Can reach out (committee members) during department meetings to collect information on what department is doing for EDI activities</p> <p>IS: Noted psych has circulated survey for EDI to students</p> <p>MA: Asked if survey could be shared</p>	<p>IS: To see if psych EDI survey can be shared</p>
07.	Round Table		

Minutes prepared by: Nathaniel Wagenaar



# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 03

Date: December 08 2022

Time: 3:00pm - 4:00pm

## Attendees

Dr. Moussa Magassa

Michael Ata

Sonya Flessati

Ines Sametband

Nathaniel Wagenaar

Amos Nkrumah

Rob Boschman (Online)

## Regrets

Madeline Scarlett

Agenda/Meeting Items		Notes	Action Items
01.	Introductions	Special guest, Dr. Moussa Magassa	
02.	Scope of EDI	<p>MM: EDI strategy, must be a group of individuals with different perspectives. Best practice to be a committee working group with representation of all people in an organization.</p> <p>MM: Importance of education and intersectionality of EDI. Recommend all committee / EDI participants get educated. Read "EDI for Dummies", MM also to hold workshop in January.</p> <p>MM: Steps after Representation and Education, Communication plan (what to</p>	

		<p>do), Strategy plan (values, mission statement), implementation plan (how to do it), and Evaluation plan.</p> <p>NW: How is funding from the EDI applied for?</p> <p>MM: On EDI website. Will review quickly, can help review proposal at all stages too.</p>	
03.	EDI event	<p>NW: What is an EDI event, speaker, action item, etc. the committee can engage in this year?</p> <p>NW: Was able to propose an event with Tatâga Inc. on indigenous engagement. Confirmed and Tatâga Inc would like to participate.</p> <p>All in favor.</p> <p>NW: Coordinate even in Jan, apply in Jan receive approval Jan/Feb, event likely in March.</p>	<p>SP and IS: To download EDI funds form form to shared drive and start filling out.</p>
04.	How to communicate with the other MRU diversity committees	<p>IS: Working to share psych EDI survey.</p> <p>IS: Awaiting list for all EDI committees.</p>	
05.	Departmental communication	<p>NW: Path forward, how to engage?</p> <p>MA: Create list of questions for each EDI member to bring up during department meeting?</p> <p>All members agreed to coordinate and request each department puts EDI committee update on department meeting agendas to foster EDI discussion and inclusion.</p>	
06.	Round Table	<p>NW: Will plan and send out invites for next year meetings. Will use Google calendar.</p> <p>RB: Suggest before AFC meetings may be good time.</p>	

Minutes prepared by: Nathaniel Wagenaar

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 04

Date: January 27th, 2023

Time: 9:00am - 10:00am

## Attendees

Michael Ata

Ines Sametband

Nathaniel Wagenaar

Amos Nkrumah

## Regrets

Madeline Scarlett

Rob Boschman

Sonya Flessati

Agenda/Meeting Items		Notes	Action Items
01.	Introductions		
02.	EDI event	<p>NW: Tataga confirmed for EDI event. How can we publicize to ensure good attendance?</p> <p>NW: Considering Lincoln park (no cost) to host event. Targeting date between March 21-24.</p>	<p>NW: To receive Tataga invitation and documentation to share prior to presentation. Each EDI member to give to Department chair for circulation.</p> <p>AN: Suggested creating pamphlet, etc. for digital distribution to ensure attendance.</p> <p>NW: To confirm room booking for Lincoln Park.</p> <p>NW: Form online at EDI MRU website, NW to download and put together for submission</p>

			<p>prior to February 5th (deadline for Winter Semester).</p> <p>Will share and coordinate with committee.</p>
03.	How to communicate with the other MRU diversity committees	<p>IS: Shared psych EDI survey, in shared Drive.</p> <p>IS: Awaiting list for all EDI committees.</p>	<p>IS: Noted psych survey participation was around ~37%, students did not note issues with EDI</p> <p>IS: No centralized depository of all EDI committees information. Suggested this could be brought to MRFA EDI or AFC to create index or primary contact for EDI committees.</p>
04.	Round Table	NW: Schedule for semester meetings	NW: Will schedule with Google calendar.

Minutes prepared by: Nathaniel Wagenaar

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 05

Date: February 24th, 2023

Time: 9:00am - 10:00am

## Attendees

Ines Sametband  
 Nathaniel Wagenaar  
 Rob Boschman

## Regrets

Sonya Flessati  
 Amos Nkrumah  
 Michael Ata

Agenda/Meeting Items		Notes	Action Items
01.	Introductions		
02.	EDI event	NW: Waiting to hear back from the Office of EDI.  NW: Lincoln park room booked, and Tataga confirmed for March 22nd.	
03.	Updates to Charter	NW: Dean's advisory group provided additional comments on the charter. To review and update.  RB: Recommend to have Shane Gannon attend and help review the charter.  NW: What is the mandate (original idea) for the committee?  RB: Act as representative, not ambassador. IS: Reconsider term lengths, reapply?	RB: To email Faculty of Science for EDI charter  NW: To reach out to <b>Shane Gannon</b> to come and attend meeting

04.	Round Table		
-----	-------------	--	--

Minutes prepared by: Nathaniel Wagenaar

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 06

Date: March 24th, 2023

Time: 11:30am - 12:30pm

## Attendees

Ines Sametband  
 Nathaniel Wagenaar  
 Rob Boschman  
 Sonya Flessati  
 Amos Nkrumah  
 Michael Ata

## Regrets

Agenda/Meeting Items		Notes	Action Items
01.	Introductions		
02.	EDI Event	<p>NW: EDI event completed on March 22nd. Attendance of ~30 people.</p> <p>NW: Went well, for improvement, in future, try to schedule an event in fall so that it can be advertised and then performed in winter (to help bolster attendance).</p>	<p>RB: Should line up next event for next fall. Recommends Ademola Adesola.</p> <p>NW: Committee in agreement.</p> <p>IS: Picture of event? Would be good to include in newsletter, etc. Can send to Sue Torres?</p> <p>IS: To submit event announcement to newsletter.</p>

03.	Updates to Charter	<p>NW: Met with Shane Gannon to review and discuss charter requirements. Shange Gannon to attend the next meeting to discuss and provide input.</p> <p>NW: EDI committee should strive to have charter updated prior to next meeting so that it can be reviewed in person with Shane Gannon, and resubmitted to DAG before end of year</p> <p>NW: DAG notes that the intent of the committee should be a hub for promoting EDI initiatives in the Faculty of Arts.</p> <p>NW: DAG notes committee should build an EDI website, and recommended that the committee write a monthly report to AFC that can, amongst other things, provide communication on what sort of stuff is going on, including events from <i>other</i> faculties.</p>	<p>NW: Committee suggests having two events per year (one per semester).</p> <p>NW: Include event planning semester ahead to be able to include/plan. I.e. schedule Fall 2024 event in Winter 2023.</p> <p>RB: Promoting, facilitating, and disseminating information and communicating from department to broader faculty. The Chair of each department would provide information to EDI committee facilitator who would then come report committee.</p>
04.	Planning	<p>NW: Next steps, recommendations for committee to move forward:</p> <ul style="list-style-type: none"> <li>- Create work plan; prioritized list of action items</li> <li>- Priority item, create Faculty of Arts EDI website</li> <li>- Reference MRU FST EDI website and workplan</li> </ul>	<p>AN: Photograph events, upload to website.</p> <p>MA: Have portal for people to interact with website and note events, etc.</p> <p>NW: Should also set up a Faculty EDI email address.</p> <p>RB: Events could be videotaped, promoted, etc.</p> <p>NW: Ask Shane Gannon about the website, process to start, funding, who could help put it together, etc.</p>



05.	Round Table		<p>AN: Status of student rep?</p> <p>NW: Tried reaching out several times but no response, contacted Shane Gannon and stated not much to be done about it.</p> <p>NW: To send out a new charter. Will include science charter for reference.</p> <p>NW: Will aim to submit to DAG May 10th.</p> <p>SF: Generate list of potential speakers.</p> <p>NW: Is monthly occurrence enough, should be biweekly? Consensus is that once a month is sufficient.</p> <p>NW: List of potential speakers? Create form and share.</p> <p>NW: Will invite Ademola to come to next meeting. Update Shane to come at half hour.</p>
-----	-------------	--	---

Minutes prepared by: Nathaniel Wagenaar

# ARTS EQUITY, DIVERSITY, AND INCLUSION COMMITTEE MEETING MINUTES

Meeting 07

Date: April 21st, 2023

Time: 11:30am - 12:30pm

## Attendees

Ines Sametband  
Nathaniel Wagenaar  
Rob Boschman  
Sonya Flessati  
Michael Ata

## Regrets

Amos Nkrumah

## Guests

Ademola Adesola  
Shane Gannon

Agenda/Meeting Items		Notes	Action Items
01.	Introductions		
02.	Guest Ademola Adesola  Future EDI event	NW: Potential and interest from Ademola Adesola to share teaching and research as an EDI event.  NW: Review of scope of EDI committee, invitation to Ademola to present.  AA: Research issues around post colonial matters, as portrayed in literary works and culture. Interested in literary representation of children in warfare/child soldiers.	

		<p>Area of study allows for the multi-disciplinary scale and ideas of a universalized child - emphasis on point of differences, multiplicities of childhood.</p> <p>AA: Multicultural background approach to teaching, make specific to culture. Enrichment from diversity of diverse texts and materials. Privilege and promote stories about human realities.</p> <p>AA is hosting a series of African and black writers and authors, whose stories deal with issues of inclusion, social justice, and celebration of differences. Will be bringing in a series of writers to help celebrate.</p> <p>NW: Could EDI committee help support Ademola?</p> <p>AA: Program should be institutional, Arts EDI could help to arrange and promote? Funding for single edition only.</p> <p>RB: Could AA be a speaker for the ARTS EDI committee event? Could share his research and approach to teaching, and what he discussed today. This could help promote AA's noted own series talk.</p> <p>AA: Yes, would be willing to host presentation/talk.</p>	<p>NW: Will coordinate with AA for specific dates, location, etc.</p>
<p>03.</p>	<p>Guest Shane Gannon Review EDI Charter</p>	<p>NW: Charter has been updated. General review and considerations.</p> <p>SG: Notes that SG is not the full voice of DAG, but will offer some initial thoughts. Committee should consider the word "mandate". The EDI committee is restrained by PSLA. It has no official jurisdiction of its own and must work within the jurisdiction of the faculty council.</p> <p>RB: Reword "mandate"?</p>	

		<p>SG: Point 3, is out of scope.</p> <p>MA: Perhaps consider the use of “promotes” instead?</p> <p>SG: Point 7. Does not have jurisdiction for processes. Consider striking, or removing?</p> <p>NW: Perhaps we consider rewording to “promote open communication”.</p> <p>MA: Create “forum” for open discussion?</p> <p>SG: Point 2 is also out of scope.</p> <p>NW: Strive to provide the idea that....</p> <p>RB: Facilitate, connect and distribute, connect, enhance, bring people together.</p> <p>SG: Removal of Chair appointment, from year prior may be operationally problematic. Suggest keeping as prior submission.</p> <p>MA: Instead of having the Chair be appointed in prior term, charter could note that someone self nominate from the committee to set up the first meeting of the committee for the next year?</p>	
04.	Planning	<p>NW: Next steps, recommendations for committee to move forward:</p> <ul style="list-style-type: none"> <li>- Priority item, create Faculty of Arts EDI website</li> </ul> <p>NW: Complete Annual Report for submission on May 4th.</p> <p>RB: In the annual report, include a preamble for what will occur next year. Include the visits from Ademola, Moussa, EDI event, etc. in the report.</p> <p>SY: Note that we would take recommendations names for speakers</p>	

		at EDI events.	
05.	Round Table	<p>NW: Last meeting of the year. General thoughts on the committee, what worked well, how can we continue to improve and build next year?</p> <p>SF: Occurrence once a month seems to work well.</p> <p>RB: Next year, bring guests like Ademola to every meeting, and have more internal guests. This is keeping in line with the committee's aspirations by learning and interacting.</p> <p>NW: We can use that as a way of hosting or deciding who is to be guest speaker?</p> <p>RB: Can help us connect with other resources, such as the Office of Safe disclosure, Feden Abeda.</p> <p>MA: Should we have a resource library/training for people to come in. Could be "EDI for Dummies". Distribute to members at the start of the year?</p> <p>SF: Idea for a book club, we could then have an event and discussion on a specific book that discusses EDI topics.</p> <p>NW: For website, could include booklist, recommend readings?</p> <p>SF/RB:</p> <ul style="list-style-type: none"> <li>- Homegoing</li> <li>- Half of a yellow sun</li> </ul>	<p>NW: To reach out to Feden Abeda in the office of safe disclosure and see if they would like to be a speaker for next year (Winter 2024).</p>
06.	Chair Appointment	<p>NW: Call for chair appointment.</p> <p>NW: Nathaniel Wagenaar reelected as Chair by acclamation.</p>	

Minutes prepared by: Nathaniel Wagenaar

# Appendix 2

# MRU - FACULTY OF ARTS

## EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

### *CHARTER*

**Name of Committee:** Arts Equity, Diversity, and Inclusion Committee

**Name of Committee Sponsor:** Faculty of Arts

**Date:** Academic Year 2022-2023

#### **Mission:**

In 2009 the Faculty of Arts Diversity committee was created to promote an equal voice for all. The mission of the Faculty of Arts Equity, Diversity, and Inclusion committee is to encourage a culture of respect, equity, and inclusion within the Faculty of Arts at Mount Royal University.

Our goal is to support and empower all members of our community, including faculty, staff, students, and stakeholders, by creating an environment that embraces diversity and recognizes the unique experiences and perspectives that each individual brings. We aim to provide educational opportunities, resources, and programming that promote understanding and awareness of issues related to equity, diversity, and inclusion, and to work collaboratively to eliminate discrimination and bias in all aspects of our academic and social endeavors.

The members of the Faculty of Arts Equity, Diversity, and Inclusion Committee will act as representatives for their departments, and a resource network to facilitate, communicate, and help present matters relating to equity, diversity, and inclusion. As a diverse faculty, we believe that embracing the uniqueness of all individuals, and striving for the development of equity empowers and broadens understanding, and creates tangible change by illustrating, discussing, and striving for the removal of limitations based on race, gender, sexual identity, status, background, physical ability, mental disability, religious beliefs, or language.

### **Aspirations:**

The ambitions of the Faculty of Arts Equity, Diversity, and Inclusion committee include:

1. Develop and implement initiatives and practices that promote and advance equity, diversity, and inclusion within the Faculty of Arts.
2. Promote an environment in which each member of the Faculty of Arts community, regardless of their background, feels valued, supported, and respected.
3. Support a safe and inclusive environment that welcomes and celebrates diversity in all its forms.
4. Provide educational opportunities, resources, and programming that raise awareness of issues related to equity, diversity, and inclusion, and promote intercultural competence and understanding.
5. Collaborate with other committees, organizations, and stakeholders within Mount Royal University and beyond to support and promote initiatives that advance equity, diversity, and inclusion.
6. Facilitate, connect, and distribute communication relating to equity, diversity, and inclusion with the goal of bringing people together.
7. Regularly assess and evaluate our progress in achieving our goals and objectives, and make necessary adjustments to our strategies and approaches as needed.

By fulfilling these objectives, the Faculty of Arts Equity, Diversity, and Inclusion committee will help to build a more inclusive, equitable, and just community within the Faculty of Arts, and contribute to a more diverse and tolerant society at large.

### **Authority:**

The committee is advisory to the Dean's Advisory Group and Arts Faculty Council. The committee will report monthly to provide an update on activities and any upcoming events or activities. The committee will submit an annual plan outlining the activities and priorities in which they will engage, and complete an annual report at the end of the academic year.



### **Meetings:**

The Committee will meet at least monthly, at the call of the Chair. To facilitate organization of Committee meetings, members are expected to maintain up-to-date Google calendars. The Chair will be responsible for creating meeting agendas and meeting minutes.

### **Membership:**

- The Faculty of Arts Diversity Committee shall consist of one faculty member from each department (elected by their departments) and one student representative (elected by the Arts student representatives).
- Faculty members shall be elected for a two-year term and the student shall be elected for a one-year term. Faculty members may serve multiple terms.
- The Dean or Dean's designate shall serve ex-officio.
- A Chair shall be appointed by election. Chairs will serve one year terms, and may serve multiple terms.
- The Chair will be elected at the end of the academic year in the winter semester, to assume Chair responsibilities at the beginning of the following fall semester.

### **Expected Activities:**

The committee may engage and facilitate a broad range of activities as they relate to the promotion and understanding of issues relating to equity, diversity, and inclusion within the department of Arts. These may include, but are not limited to:

- Engaging with the broader EDI community, Office of EDI, and/or within the broader Mount Royal University to discuss EDI practices and implementation.
- Develop and maintain an Arts EDI webpage.
- Host an EDI event each semester, such as a panel or table talk, guest speaker, featured faculty, staff, or student to discuss their work or understanding of EDI.
- Discuss EDI initiatives or events from all departments and act as a hub to disseminate this information.
- Promote and encourage participation of members of the Faculty in University EDI initiatives and events.

# Appendix 3

The Faculty of Arts' Equity, Diversity, and Inclusion committee invites you to a presentation by Alec Carton, the founder of [Tatâga Inc.](#) an Indigenous and Black Owned Consultancy.

- When: March 22nd 11:30am-12:45pm
- Where: MRU Campus, J-301 Lincoln Park Room

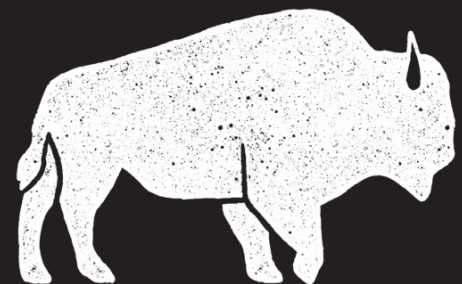
Alec Carton, (Ali Tapaquon) is a Nêhiyaw and Ethiopian relative (he/him//they/them) whose matrilineal lineage is now in Ceġa'kin Nakota Oyâte, Treaty 4, by way of his mother, Heather Tapaquon. His patrilineal heritage stems from Addis Ababa, Ethiopia, through his late father, Daoud Mohommed. He is a 90's scoop survivor and is now the mîchis (adopted son) of Tatâgagan, Tom Snow, an Îethka Nakoda, Elder and teacher from the Stoney Nakoda Nation.

He is dedicated to preserving and sharing the rich cultural heritage of his Nêhiyaw and Ethiopian communities. He identifies as an Indigenous, Black, Queer, Youth, who is reconnecting and striving to decolonize his own mind, body, and life. Through his life and work as the Principal of Tatâga Inc., an Indigenous management consultancy, the Herd at Tatâga Inc. has become a recognized group in the fields of socio-conscious organizational strategy and social impact. The Herd at Tatâga Inc. is proud to have partnered with top-tier groups such as lululemon, Google ChromeBook, Paul Band First Nation, all with the shared vision of fostering a future built on meaningful and positive relationships, for all our relations.

kahkiyaw niwâhkômâkanitik ~ all my relations.



Alec Carton



Tatâga Inc.

