



SIX NATIONS
POLYTECHNIC

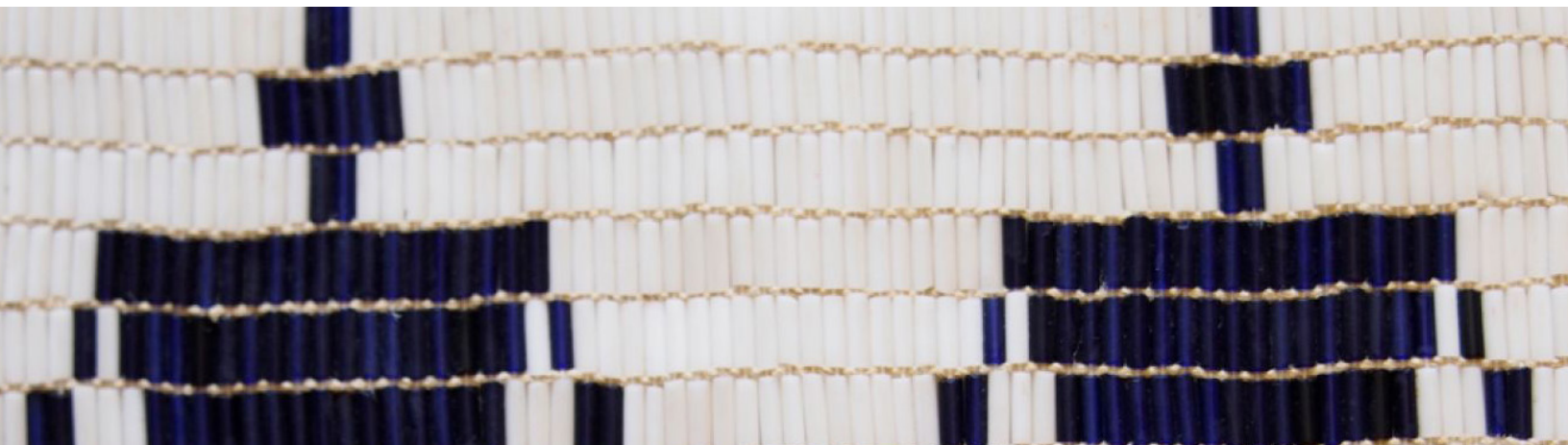
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ANNUAL REPORT

2019 | 20

ANNUAL REPORT

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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 Ojibwe 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'nigōhi:yo:/Kanikorii (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 Hodinohsónih 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.

Hodinohsóni'

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

FAIRNESS

(gędęqhsra') (kentenrónhshera) (odihwagwafshyq)

SHARING

(degaihwakahsqsra') (aterihwakhahsióhshera) (adęnide:sä:)

HONESTY

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

KINDNESS

(adęnidęqhsra') (ateniteróntshera') (adęnide:sä:)

CONFIDENTIALITY

(adrihwahsędqhsra') (aterihwahsehtóhshera') (gaihwhasędh)

CONSISTENCY

(oihwadóqhsra') (aterihwatokéntshera') (gaihwadó:gęh)

INTEGRITY

(oya'dawádqhsra') (atkwenióntshera') (ganihgqęwá:ne)

RESPONSIBILITY

(adrihqdá:tsra) (aterihontátshera) (gaihwayędáhgwih)

RESPONSIVENESS

(adehsróhshqsra') (kariwahserakwáhshera') (gaihwasá:gweh)

COOPERATION

(gayenawáhshra') (kaienawáhshera') (gayenawáhsä)

OPENNESS

(ganhodogwęhsra') (kanhotonkwénshera') (ganigohí:yok)

TRUSTWORTHINESS

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

BOARD OF DIRECTORS

D. Kevin Martin

Board Chair

Michelle Davis

Vice chair

Bonnie Freeman

Secretary/Treasurer

Alfred Keye

Traditional Cultural Advisor

Janie Jamieson

Board Member

Audrey Powless-Bomberry

Six Nations Council Representative

Melba Thomas

Board Member

Marion Martin

GRPSEO Representative

Suzie Miller

Student Representative



MESSAGE FROM THE PRESIDENT

Sgę:nq Swagwe:gph!

SNP's cycle of life-long learning, growth and development continued throughout 2019/2020 with new and expanded life-long learning opportunities embedded with Indigenous knowledge, culture and language. With the onset of COVID-19, SNP accomplished the critical changes to remote working and online learning necessary to continue to meet our learner needs. SNP's dedicated staff, instructors and learners are commended for staying resolute and resilient in these challenging times. Connectivity within the territory remains a challenge. SNP will continue to work with stakeholders and partners to address this challenge for the long term.

The following are some accomplishments made this year: Successful program completion across a range of programs: BAOL, University Consortium Year 1 Program, M PEd Education Leadership, Indigenous Wellness and Addiction Prevention, Community and Justice Services, Practical Nursing, Personal Support Worker, Recreation Therapy, Welder Fitter, We Are Welders (Women Welders). Successful accreditation renewal of SNP's Bachelor of Arts in Ogwehoweh Languages (BAOL) Cayuga and Mohawk. PEQAB recommendation to the Minister of Colleges and Universities that for SNP have consent to offer the SNP Honours BAOL (Cayuga and Mohawk). Successful organizational review through the Indigenous Advanced Education Skills Council (IAESC). Completion of an internal organization review with implementation of phase 1 of organization structure

changes. Continued contributions to community education initiatives such as the Life-Long Learning Task Force (with a focus on K to 12) and the Six Nations Language Commission. Continued engagement with the global Indigenous education agenda through WINHEC by serving on the Board Executive and the Board of Accreditation. Continued strategically productive engagement with local, regional, provincial and federal governments and organizations as well as the private and not for profit sectors. SNP is honoured to be of service to the Six Nations community and will continue to build our operational capacity and efficiencies to ensure excellence and continued student success within available resources.

Nya:węh to all who continue to support the success of our learners.

Dá:netoh

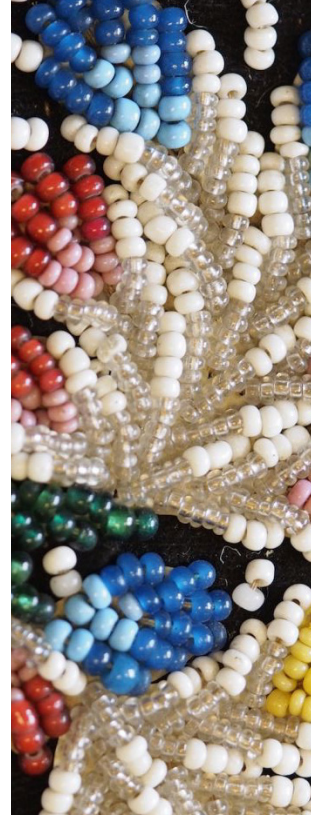


Rebecca Jamieson
President-CEO

YEAR AT-A-GLANCE

In March both of SNP's campuses closed in response to provincial health directives, and remaining coursework was rapidly transitioned to remote delivery. Our success in this unprecedented undertaking supported the progression of all of our learners so that Winter Term 2020 ended on schedule, with a ~90% completion rate overall, followed by a unique "Convocation Convoy" where graduates received their degrees 'at a distance.' The summer saw us all pulling together to plan another landmark achievement: The first-ever Fall Term at SNP delivered in an entirely online or blended (online and in person) format. Coincident with this shift we launched all-new credits in Advanced Translation (Gayogohó nq' and Kanien' kéha) and Environmental Studies; founded two new College Units in Community Services Unit and Health Services; and received recognition as an approved Training Delivery Agent (TDA) by the Ministry of Labour, Training, and Skills Development.

Support from community to sustain our languages and culture remains strong. The archives, donations, and private collections at Deyohahá:ge: continue to grow. Support from private donors is very strong. SNP now has new equipment to support program delivery and new scholarships for students. Six Nations Polytechnic celebrated a formal alliance between SNP, IBM Canada, and Mohawk College to support development and operations of the SNP STEAM Academy. SNP received provincial approval to deliver in-school curriculum for three trades. Registered apprentices in cook, welder, and general machinist can soon pursue studies at SNP.



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 since March 5, 1990. Funding for the program is provided by the Ministry of Labour, Training and Skills Development (MLTSD).

The Learner numbers are collected from the Employment Ontario Information System Case Management System (EOIS CaMs) on the Ontario ONE-Key site.

We were fortunate to acquire a volunteer to assist with crafting and computer classes. The Six Nations Achievement centre is pleased to report that we exceeded our target number.

2019/2020 MLTSD Target Number: 40

Program	Learners
Introduction to the GED	8
Building Computer Confidence	7
One-to-one	3
Crafting for Income	4
Introduction to the Health Care Field	3
Aboriginal Language Initiative	1
Retail Basics	2
We are Welders	18
TOTAL	46

Colleges

Growth in the College programming area has allowed for an increase in staffing and structural changes within the unit to support a stronger focus on two key areas; Community Services and Health Services. This allowed the program areas to strengthen partnerships with Colleges and begin to review programs for improvements and updates. With the onset of the COVID-19 pandemic in March 2020 all programs shifted to an online delivery mode to complete the winter term.

University

SNP celebrated another successful year of program delivery at the University level, running our two signature programs; the Bachelor of Arts in Ojwehoweh Languages and the University Year 1 Consortium program. Additionally, the first cohort of students in the Masters of Professional Education program graduated from Western University. This program was delivered in partnership with SNP. The year ended on a challenging note with the COVID-19 pandemic requiring a swift shift to an online learning delivery format for all spring term programming. Despite this, students finished out strong with high completion rates in all programs.

Trades Training

The Skilled Trades department continues to grow and prosper at SNP. In the last year, we have been recognized as an approved Training Delivery Agent (TDA) by the Ministry of Labour, Training and Skills Development. This allows us to deliver apprenticeship programs for the Welder, General Machinist and Cook trades. We also had another successful year delivering Pre-Apprenticeship programs in these same trades, despite the sudden closure due to COVID-19. Over 90% of the students were still able to complete their programs. New programs that will be added in the 2020/21 year include Construction Techniques, in partnership with Mohawk College and Manufacturing Pre-Trades Pathway which is a micro-credential pilot funded by the Ministry of Labour, Training and Skills Development.

STRATEGIC INITIATIVES

Organization Review

Six Nations Polytechnic completed a comprehensive organizational review to support growth and increase programming. As a result number of new positions have been created including: Director of Operations, Senior Advisor to the President, Director of College and Trades, Director of University and Lifelong Learning. With these changes we hope to improve our responsiveness to the community's educational needs while increasing our capacity to support the retention and revitalization of our languages and culture.

Outdoor Learning Space

This year we constructed a new building at our Ohsweken campus. With funding from the Six Nations Community Development Trust Fund, we were able build an outdoor learning space for our students to support cultural learning activities. The building is designed to replicate our modern-day longhouses with design work from KL Martin and Associates and construction completed by Mark Jamieson.

Hodinohso:ni Ambassador Program

Our final year of this four-year project was a tremendous success. This program focussed on community, leadership, and personal development, providing young leaders with a forum to explore current topics. Funded through the Ontario Trillium Fund Youth Opportunities Fund, this program involved a partnership across three Indigenous Institutes and First Nations Communities. First Nations Technical Institute in Tyendinaga, and Kenjgewin Teg Technical Institute in M'Chigeeng First Nation and Six Nations Polytechnic each delivered programming to respond to the needs of their respective communities.





Campus Improvements

This year the Ohsweken campus received some much-needed upgrades, installing a cell phone and Wi-Fi booster to support connectivity for our students throughout the building. In addition, we renovated some offices to create more learning spaces and increase our capacity for programming. These upgrades were made possible through the generous support of the Six Nations Economic Development Trust Fund.

Access + Care Symposium

Collaborating with Archives of Ontario and the Archives Association of Ontario, Deyohahá:ge: Indigenous Knowledge Centre presented the Access + Care: Indigenous Knowledges and Archival Practice symposium featuring speakers representing M'Chigeeng First Nation, Six Nations, Kahnawake, Tyendinaga, Akwesasne, and Nain, Nunatsiavut.

Cultural Series for Six Nations Elementary Students

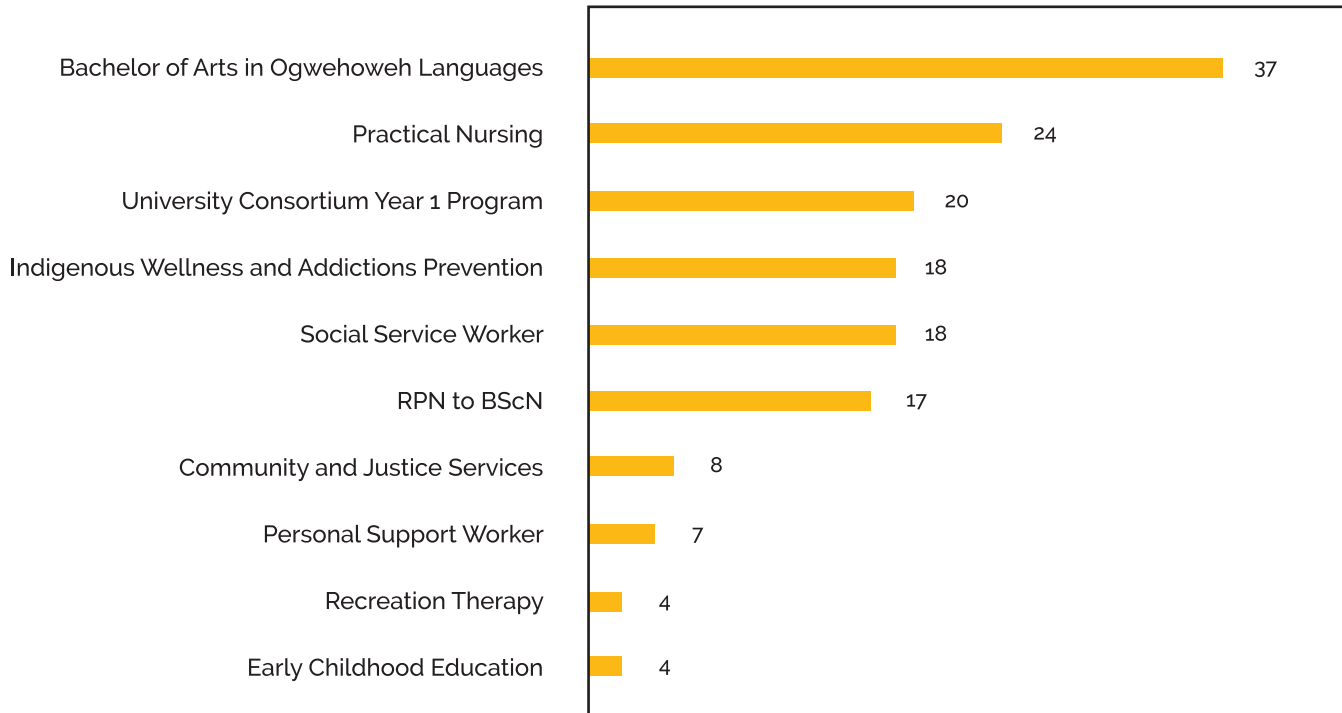
Deyohahá:ge: participated in a series of cultural events coordinated by the Cultural and Land-based Learning Lead for Six Nations. The events held at The Gathering Place saw over 400 grade 5-8 students attend presentations and hands-on workshops presented by teachers and knowledge carriers. Topics featured original wampum belts, which were on display, treaties and storytelling.

STUDENT SUCCESS

2019 - 2020 saw the Student Affairs team creating collaborative community relationships through campus activities such as student lunches, dinners, BBQs, and fun student events. Culminating the year was a very special Convocation that will be remembered by all who took part. Four students, 3 Cayuga Language and 1 Mohawk Language, graduated with a BA in Ogwehoweh Languages. As the convocation could not occur in person, a convoy celebration led by President Rebecca Jamieson delivered a graduation package to each graduate's home. Students were humbled and grateful to still accept their Degree during this challenging time.

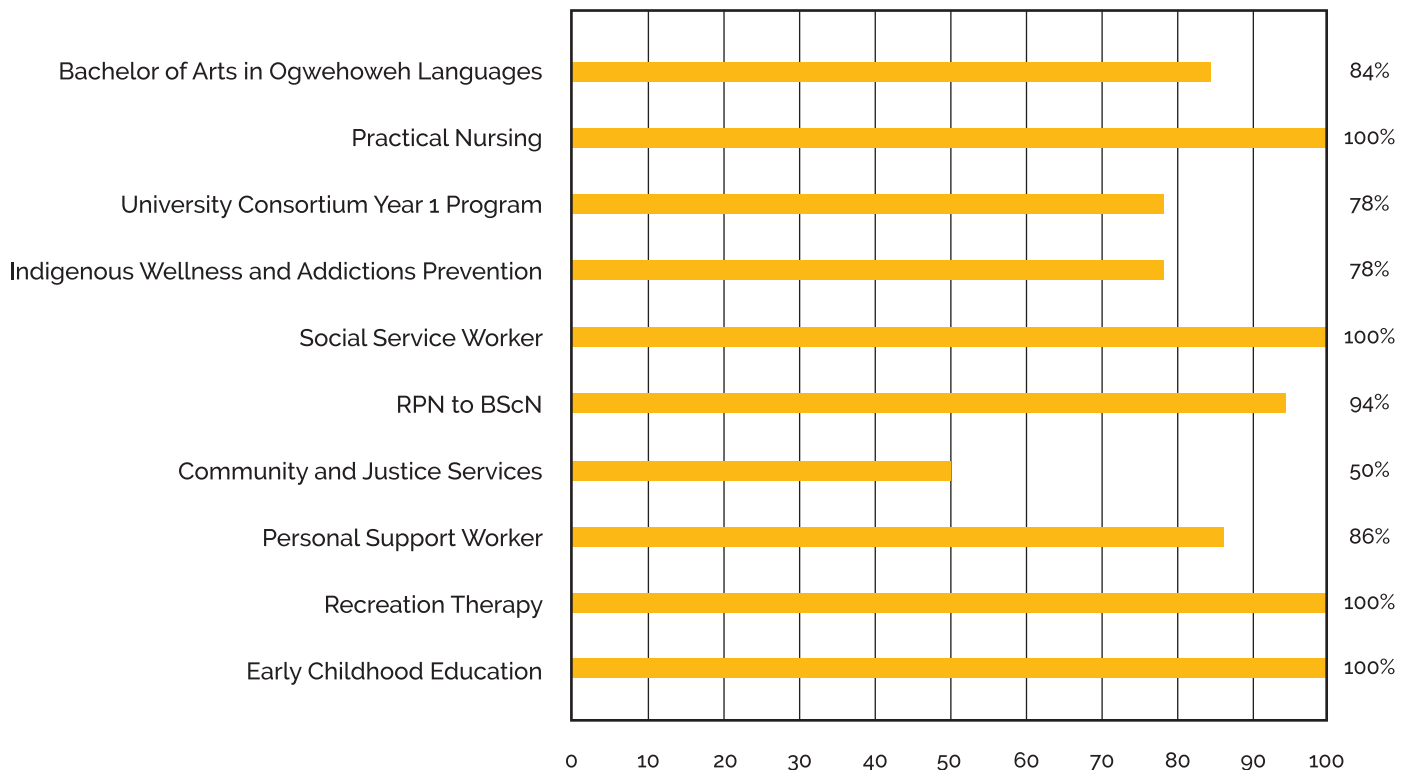


POST SECONDARY ENROLMENT: 2019-2020



2019-2020 POST SECONDARY PROGRAM

Year of Study Completion Rate





STEAM ACADEMY

Since its inception, SNP STEAM Academy has grown from a single grade 9 class with 32 students to offering a full range of high school credits and a student population of 147.

STEAM Academy focuses on the delivery of science, technology, engineering, the arts, and mathematics blended with the goal of increasing Indigenous knowledge, culture, and language within all programs.

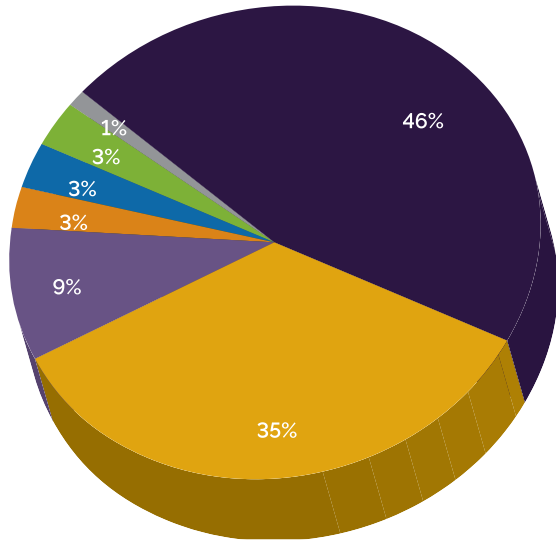
The P-TECH (Pathways in Technology, Early College High School) program is offered at SNP STEAM Academy and is an integral part of our overall programming. Through this program students begin earning college level credits in grade 10 culminating in a 5 to 6-year program in which they earn both their high school diploma as well as a 2-year Software Engineering Technician diploma. The P-TECH program continues to progress well with students now taking part in three distinct levels of courses, and also participating in a range of related activities such as mentorship opportunities, opportunities to experiment with emerging technologies, and work alongside experts from IBM as well as other leading local and global businesses.

During the 2019-2020 school year, STEAM Academy's Robotics Club earned the title of STEMly Cup Champions for the second year in a row. Due to the implications of COVID-19, SNP STEAM Academy closed its doors to in-person learning and pivoted to a fully online mode of delivery. SNP STEAM Academy students demonstrated dedication and resiliency through this challenging time.

SNP STEAM Academy is open to everyone regardless of cultural background and charges no tuition.



REVENUE & EXPENDITURES

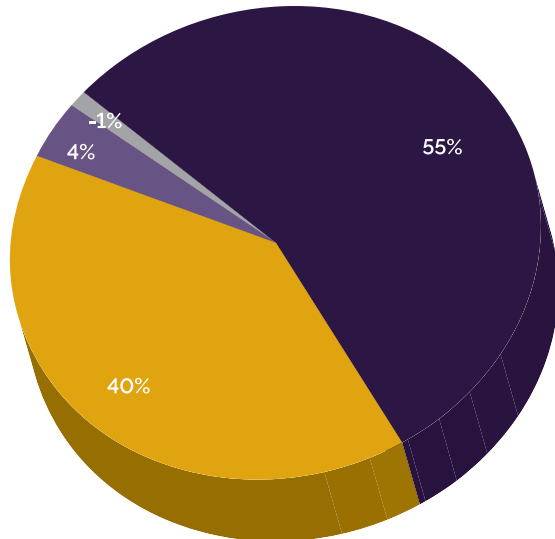


Revenue 2019-2020

- Other Funding
- Tuition
- MTCU
- Other Income
- PSPP
- Literacy
- OTF

Revenue

MTCU	4,408,679
Literacy	128,399
PSPP	1,156,719
OTF	424,000
Tuition	413,063
Other Funding	5,821,164
Other Income	421,548
	12,773,566



Expenditures 2019-2020

- Program Costs
- Other Expense
- Staffing
- General Admin

Expenditures

Staffing	4,695,072
Program Costs	6,545,291
General Admin	(94,734)
Other Expense	517,627
	11,663,256

Staffing

Salaries & Benefits	4,695,072
	4,695,072

General Admin

Student Services	87,956
General Admin	(182,690)
	(94,734)

Program Costs

Facility & Supplies	2,365,633
Professional Development	42,589
Awards & Bursaries	20,000
Tuition & Program Fees	1,023,416
Instruction Fees	2,628,782
Program Development	356,801
Education Materials	92,588
Cultural Supports	15,482
	6,545,291

STATEMENT OF EARNINGS

Year ended March 31, 2020

		2020		2019
Revenue				
Ministry of Training, Colleges and Universities (MTCU)	\$	4,408,679	\$	3,541,258
MTCU - Literacy and Basic Skills		128,399		128,163
Post-Secondary Partnership Program		1,156,713		916,547
Ontario Trillium Foundation		424,000		387,200
Tuition		413,063		386,195
Other Funding		5,821,164		3,944,587
Other Income		421,548		468,751
		12,773,566		9,772,701
Expenses				
Salaries and benefits	\$	4,695,072	\$	3,553,483
Facility and supplies		2,365,633		1,938,926
Instruction fees		2,628,782		1,445,500
General and administrative		(182,690)		458,877
Tuition and program fees		1,023,416		413,125
Student services		87,956		115,740
Education materials		92,588		40,995
Professional development		42,589		40,413
Cultural support		15,482		22,358
Awards and bursaries		20,000		21,500
Program development		356,801		3,510
		11,145,629		8,054,427
Excess of revenue over expenses		1,627,937		1,718,274
Other expenses (income):				
Amortization of capital assets		872,079		825,811
Amortization of deferred capital contributions		(354,452)		(389,882)
		517,627		435,929
Excess of revenue over expenses	\$	1,110,310	\$	1,282,345

STATEMENT OF FINANCIAL POSITION

Year ended March 31, 2020

		2020		2019
Revenue				
Ministry of Training, Colleges and Universities (MTCU)	\$	4,408,679	\$	3,541,258
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SIX NATIONS CAMPUS

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