

Protocol- Indigenous Engagement

Purpose:

This protocol aims to guide staff, faculty and students in respectfully inviting, hosting, and engaging with Indigenous guests, ensuring the protection and respectful use of Indigenous knowledge, intellectual property, and wisdom.

1. Remuneration and Honorarium

- Follow the [UBC financial guidelines](#) to provide fair and timely honorarium or remuneration to Indigenous guests for their time, knowledge, and contributions.
- Ensure the payment process is clear, respectful, and conducted with the guest's consent.

2. Communication and Flexible Scheduling

- Recognize that Indigenous guests may follow different seasonal or cultural rhythms rather than institutional timelines.
- Offer flexible timing options and avoid imposing rigid schedules. Allow for adjustments to accommodate cultural practices and well-being.
- Ensure that all guests are invited through the Indigenization Initiatives Consultant to ensure these protocols are followed and to build consistent relationships.

3. Meaningful Gift Giving

- Offer a meaningful gift as a sign of respect and gratitude, reflecting the cultural values of the guest(s).
- Gifts should be thoughtful and appropriate, not tokenistic.

4. Guest Comfort and Hospitality

- Prepare a comfortable space where guests can relax before, during, and after their engagement.
- Provide refreshments and ask in advance about any dietary restrictions or allergies to ensure guests' needs are met.

- Maintain a welcoming and safe environment.

5. Classroom/Meeting Space Setup

- Consult with Indigenous guests about their preferred layout for the session.
- Consider arrangements such as circles, which may be culturally preferred for dialogue and sharing.
- Utilize movable desks and flexible furniture to accommodate preferred configurations.

6. Respectful Use of Knowledge and Media

- Engage in transparent conversations regarding the audience, purpose, and use of any recordings or photographs.
- Obtain explicit permission before taking photos, recording lectures, or using any shared knowledge for publication or distribution.
- Fully respect the guest's wishes if they decline any form of documentation or dissemination.
- Refer to [UBC Guidelines](#) for more information.