

## **ELDERS, SENATORS, KNOWLEDGE KEEPERS, AND POW WOVES**

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### **POLICY**

The Rainy River District School Board will encourage the engagement and attendance of elders, senators, and knowledge keepers, as well as the presence of invited dancers, emcees, and drums at school pow wows.

### **RATIONALE**

Elders, Senators, Knowledge Keepers, and pow wows are valuable resources to develop the positive identity and enhance the self-esteem of First Nation, Métis, and Inuit students, and to provide first-hand knowledge of Indigenous histories, cultures, and perspectives for all students and staff.

### **IMPLEMENTATION**

As per Procedure 5.80, Elders, Senators, Knowledge Keepers and Drums and Guidelines.

### **GUIDELINES**

#### **1.0 General Guidelines**

- 1.1 Employees shall be mindful of conflicts of interest when inviting and/or approving honoraria for Elders, Senators, Knowledge Keepers, emcee(s), dancers, and drums to avoid decisions/recommendations that may result in personal, financial, or material gain of a relative, friend and/or business associate.
- 1.2 The rates will be reviewed annually by the First Nation, Métis, Inuit Education Advisory Committee with any recommendations brought forward to the Finance Committee.

#### **2.0 Elders, Senators, and Knowledge Keepers**

- 2.1 This policy applies when Elders, Senators, Knowledge Keepers, upon request:
  - speak or present to a class.
  - participate in an initiative, program, or project.
  - assist, lead and/or advise on cultural events and other activities, including but not limited to opening and closing ceremonies and workshops.
- 2.2 The Rainy River District School Board recognizes the importance and value of establishing fair levels of honoraria for its Elders, Senators, and Knowledge Keepers.

The honoraria are:

Description	Amount
Half Day Rate (up to three hours)	\$200
Full Day Rate (over three hours)	\$400

- 2.3 Metrage may be approved for travel to and from school/events based on Board policy.
- 2.4 Both full and half-day rates include morning or afternoon preparation, Opening Prayer, attendance at event, Closing Prayer/thoughts.
- 2.5 These rates do not include Bagichiganan (i.e., tobacco, cloth, and food offering).

**3.0 Pow Wows**

- 3.1 This policy also applies to dancers, emcees and drums when invited to a school organized pow wow.
- 3.2 The honoraria for invited dancers, emcees and drums are as follows:

Description	Amount
Half-Day Adult Dancers	\$40
Child/Youth/Student Dancers	\$20
Emcees	\$100
Drums	Up to \$600 per drum

**DEFINITIONS**

**Elders, Senators, and Knowledge Keepers** are designated by their community after acquiring significant wisdom and understanding of Indigenous history, traditional teachings, ceremonies, healing practices and experience. Elders, senators, and knowledge keepers have earned the respect from their community to pass on this knowledge to others and give advice and guidance on personal issues, as well as issues affecting their communities and nations.

**Emcees** are masters of ceremony for the pow wow.

**Drums** consist of drum keepers and drummers.

**Honoraria** are monetary payments to show appreciation for the sharing of knowledge and respect for personal time given. Honoraria payments are considered taxable income under the *Income Tax Act* of Canada.

**Personal Gain** is something that an employee gains for themselves which may also include something gained for a friend, an immediate family member, or a business associate.

**Pow Wow** is a celebration of life; a cultural gathering where people join together in drumming, dancing, and singing.

CROSS-REFERENCE	LEGAL/MINISTRY OF EDUCATION REFERENCE
<p>Policies:</p> <ul style="list-style-type: none"> <li>▪ 3.86 Employee Code of Conduct</li> <li>▪ 6.11 Tobacco Free Environment</li> <li>▪ 8.22 Expense Claims</li> <li>▪ 8.25 School Funds</li> </ul> <p>Procedures:</p> <ul style="list-style-type: none"> <li>▪ 5.80 Elders, Senators, Knowledge Keepers, and Drums</li> <li>▪ 6.12 Smudging</li> <li>▪ 8.22 Expense Claims</li> <li>▪ 8.25 School Funds</li> </ul>	<ul style="list-style-type: none"> <li>▪ <i>Income Tax Act of Canada</i></li> <li>▪ Ontario First Nation, Métis, and Inuit Education Policy Framework (2007)</li> <li>▪ Ontario Social Studies, History &amp; Geography Curriculum (2023)</li> <li>▪ Ontario Secondary Curriculum First Nation, Métis, and Inuit Studies Gr. 9-12 (2019)</li> </ul>