

Strategic Action Plan

2022 – 2027

VISION STATEMENT:

Northern Ontario is a sustainable, inclusive, and self-sufficient region at the forefront of reconciliation and community development.

MISSION STATEMENT:

NORDIK Institute promotes more vibrant, caring and sustainable communities through research, dialogue, analysis, reflection and cultivating talent dedicated to the practice of holistic community development.

Goals & Objectives

Goal 1:

Advance Partnerships for
Indigenous Research Sovereignty



OBJECTIVE 1.1:

Work in tandem with Indigenous partners & Communities to build local research and community development capacity

ACTION

Prioritize projects of Indigenous partners and communities with an emphasis on recruiting community-based researchers and training.

ASSESSMENT

Minimum of 60% of projects over the next five years involve community-based researchers; Minimum of 40% of projects are initiated by Indigenous community partners by the final year of the plan.

OBJECTIVE 1.2:

Recruit Indigenous Researchers, Community-Based Researchers and Students into the NORDIK Team

ACTION

Reach out to Batchewana, Garden River, Missanabie Cree and Métis Nation to determine the most effective means of sharing employment opportunities and cultivate relationships with employment offices.

ASSESSMENT

Average of one third of staff self-identify as being of Indigenous ancestry over the 5 year period.

ACTION

Emphasize the importance of community-based researchers in project design.

ASSESSMENT

Minimum of 60% of projects over the next five years involve community-based researchers.

OBJECTIVE 1.3:

Build stronger relationships with surrounding First Nations and Métis communities

ACTION

Communicate and meet directly with Batchewana, Garden River, and Métis Nation leadership to affirm NORDIK’s commitment to supporting local objectives and embedding local Indigenous priorities into the decision-making structures at NORDIK.

ASSESSMENT

Annual meetings take place with community leadership or their designates. “Embedding local Indigenous priorities into the decision-making structures” is an ongoing process that will require regular consideration, review, and adaptation and is not appropriate to be measured by a quantifiable target.

OBJECTIVE 1.4:

Support non-Indigenous Faculty, Staff, and Researchers to acquire greater cultural competency

ACTION

Share training opportunities for non-Indigenous Faculty, Staff, and Researchers to develop greater cultural competency and awareness of issues impacting Indigenous communities.

ASSESSMENT

100% of non-Indigenous affiliates indicate they have taken part in some form of cultural competency training by the end of the 5 year period.

ACTION

Develop a shared drive of literature to support the development of knowledge and cultural competency without placing the emphasis on local Indigenous scholars, partners and communities to educate non-Indigenous people.

ASSESSMENT

Drive is created and populated with articles and a bibliography of recommendations.

Goal 2:

Foster Local & Regional Evidence-Based Dialogues on Issues Critical to Northern and Indigenous Communities



OBJECTIVE 2.1:

Develop strong communications that raise the profile of the Institute and increases access to its research and development work

ACTION

Secure dedicated communications staff member to manage updates to the website, a modest social media presence, semi-monthly newsletter, press releases and media relations for all projects, annual reports, and fielding public inquiries.

ASSESSMENT

Staff is secured throughout the 5 year period and their job description includes the above noted functions.

OBJECTIVE 2.2:

Showcase student work and experiences

ACTION

Hold an annual Student & Young Scholar Research Panel aligned with the Institute's annual general meeting.

ASSESSMENT

Panel is held annually coinciding with the AGM.

OBJECTIVE 2.3:

Host regular symposia, panel discussions and/or fora

ACTION

Hold an annual community research forum on issues of public interest in the winter semester, combining academic & community voices and reflect principles of equity, diversity and inclusion.

ASSESSMENT

Annual community research forum is held. EDI considerations are identified and evaluated each year.

Goal 3:

Cultivate Northern Research Talent with a
Supportive, Inclusive Team-Based Atmosphere



OBJECTIVE 3.1:

Increase the number of student placement and community-based research opportunities

ACTION

Field requests and coordinate with community groups to support student research placements with community-agencies, municipalities and First Nations.

ASSESSMENT

All requests are met with a response.

ACTION

Develop and maintain relationships with community agencies to facilitate their awareness and ability to access placement-student research experiences.

ASSESSMENT

As this action speaks to the quality of relationship building, a quantifiable assessment is not appropriate. Should be assessed based on subsequent strategic plan focus groups and reflections of the Director and staff in performance evaluations.

OBJECTIVE 3.2:

Engage young and emerging scholars and community leaders as research associates and project leads

ACTION

Adopt a revised Research Associate and Affiliated Faculty policy which shall incorporate principles of equity, diversity and inclusion, and make explicit on the website how scholars and community actors can participate through affiliation.

ASSESSMENT

New Research Associate and Affiliated Faculty policy includes EDI criteria and is adopted by the Board of Directors; Website makes explicit reference to how community actors and scholars can participate through affiliation.

ACTION

Provide regular reminders to affiliates and staff for recommending new affiliates, and particularly encourage the inclusion and support for affiliates from equity seeking groups (e.g. including but not limited to people who are Indigenous, Black, People of Colour, LGBT2SQ+ and gender diverse persons, living with a disability or differently abled, women including trans-women, new immigrant, Francophone and other non-Anglophones).

ASSESSMENT

Affiliates are notified upon their ratification by NORDIK and are reminded annually.

OBJECTIVE 3.3:

Increase participation at academic and policy conferences and participation in scholarly publishing

ACTION

Develop a roster of relevant academic, policy, and community conferences to monitor for calls for papers or presentations.

ASSESSMENT

List is developed and revised semi-annually.

OBJECTIVE 3.4:

Cultivate opportunities for community-university mentorship and knowledge exchanges

ACTION

Field requests and coordinate with community groups to navigate appropriate approaches and collaborations to issues of community interest.

ASSESSMENT

All requests are met with a response. Other dimensions are qualitative and should be evaluated by subsequent strategic plan focus groups with community groups and reflections of the Director and staff in performance evaluations.

ACTION

Develop and maintain relationships with community agencies to facilitate their awareness and ability to access collaborative support with NORDIK faculty, staff, or other affiliates.

ASSESSMENT

Should be evaluated by subsequent strategic plan focus groups with community groups and reflections of the Director and staff in performance evaluations.

Goal 4:

Connect Students, Researchers and Community in Projects that Contribute to Social, Economic & Environmental Sustainability & Justice for Northern and Indigenous Communities



OBJECTIVE 4.1:

Foster relationships between community actors and the researchers

ACTION

The Director (or other appropriate staff) shall facilitate introductions where appropriate, and team members are encouraged to facilitate connections where appropriate.

ASSESSMENT

Performance evaluation of the Director (or other designated staff) incorporates an assessment of this function that is evaluated based on survey of the affiliates.

OBJECTIVE 4.2:

Breakdown communication silos to increase awareness of opportunities for engagement

ACTION

Create monthly or semi-monthly meetings for Faculty, affiliates, supervisors and community actors to share information about ongoing projects, or work that is in development (e.g. invited presentation series).

ASSESSMENT

Average minimum two events per semester.

OBJECTIVE 4.3:

Produce & promote resources that increase local capacity to respond to complex challenges

ACTION

Encourage research and development outputs that are freely accessible to the public; incorporate principles of equity, diversity and inclusion; and are accessible to non-academic audiences, including plain-language reports, toolkits, and plans.

ASSESSMENT

Should be evaluated by subsequent strategic plan focus groups with community groups and reflections of the Director and staff in performance evaluations.

