



NIKLA Action Plan

For the Council and Communities

Goals	Outcomes	Lead Party	Expected Timing	Status
Archives				
1.1	Build first Action Plan of the Community.	Members	Dec 2022	COMPLETE 12-13-2022
1.2	Meet with and begin to build rapport with Community Members.	Chair	Dec 2022	
1.3	Participate in the Respectful Terminology Project as it relates to Archives.	Members	Dec 2023	
1.4	Identify needs in the archival field.	Members	Fall 2023	
1.5	Hold regular community meetings.	Chair	Semi-Annually Spring 2023 Fall 2023	
1.6	Communicate with Members outside of Meetings.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
1.7	Create a relationship and hold a joint meeting with ACA's Indigenous Matters Working Group.	Small Group	Fall 2023	
1.8	Participate in the Indigenous Knowledge and Copyright working group as it relates to Archives.	Small Group	Fall 2023	

Goals	Outcomes	Lead Party	Expected Timing	Status
Culture & Heritage				
2.1	Build first Action Plan of the Community.	Members	Dec 2022	COMPLETE 12-13-2022
2.2	Meet with and begin to build rapport with Community Members.	Chair	Dec 2022	
2.3	Participate in the Respectful Terminology Project as it relates to culture & heritage.	Members	Dec 2023	
2.4	Identify needs specific to culture & heritage.	Members	Fall 2023	
2.5	Hold regular community meetings.	Chair	Semi-Annually Spring 2023 Fall 2023	
2.6	Communicate with Members outside of Meetings.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
2.7	Create an inventory of taking respectful terminology into practice.	Small Group	Dec 2023	
Library				
3.1	Build first Action Plan of the Community.	Members	Dec 2022	COMPLETE 12-12-2022
3.2	Meet with and begin to build rapport with Community Members.	Chair	Dec 2022	
3.3	Participate in the Respectful Terminology Project as it relates to Libraries.	Members	Dec 2023	
3.4	Identify needs in the library field (by division if available).	Members	Fall 2023	
3.5	Hold regular community meetings.	Chair	Semi-Annually Spring 2023 Fall 2023	

Goals	Outcomes	Lead Party	Expected Timing	Status
3.6	Communicate with Members outside of Meetings.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
3.7	Be an advocate of public libraries on reserve in Canada. Promote the provincial/territorial responsibilities to on-reserve funding.	Members	Dec 2023	
3.8	Act as a clearing house for FNPLs on funding opportunities.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
3.9	Provide supports for T&R opportunities in libraries; including how to address the bombardment of asks by municipal govts and community of our Public Libraries. Produce a short Reconciliation Kit of ideas for mainstream Public Libraries.	Small Group	Fall 2023	
3.10	Work with provincial/territorial Library Associations on the promotion of library careers in order to recruit more Indigenous Librarians.	Chair	Fall 2023	
3.11	Support Indigenous students/academics in copyright matters as it relates to Indigenous works and IK.	Chair w/ T&L Chair	Dec 2023	
3.12	Identify how best to collaborate across libraries to preserve print works by Indigenous voices. E.g. Digitization project / Shared Print network.	Small Group	Dec 2023	
3.13	Identify how we are using Call numbers and how they are related and share with the Respectful Terminology Project.	Small Group	Dec 2023	
3.14	Collecting of Indigenous Languages-Strategy .	Small Group	Dec 2023	

Goals	Outcomes	Lead Party	Expected Timing	Status
Museum				
4.1	Build first Action Plan of the Community.	Members	Dec 2022	COMPLETE 12-13-2022
4.2	Meet with and begin to build rapport with Community Members.	Chair	Dec 2022	
4.3	Participate in the Respectful Terminology Project as it relates to Museums.	Members	Dec 2023	
4.4	Identify needs in the museum field.	Members	Fall 2023	
4.5	Hold regular community meetings.	Chair	Semi-Annually Spring 2023 Fall 2023	
4.6	Communicate with Members outside of Meetings.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
4.7	Submission to the review of Heritage Sector and UNDRIP.	Small Group	2023	
4.8	Advocate around the attrition of Indigenous museum staffers nationally.	Small Group	Dec 2023	
4.9	Work with provincial/territorial Museum Associations and Indigenous programs on the promotion of museum careers in order to recruit more Indigenous museologists.	Small Group	Dec 2023	
4.10	Support staff retention and success by providing reframing “success kit” to organizations who wish to recruit and retain their Indigenous staffers. (Including how we care for our Indigenous collections which is a direct factor in staff success.) (Including direct partnerships with host nations and Indigenous advisory boards).	Small Group	Dec 2023	
4.11	Determine a strategy to advocate and support the hiring and training of Indigenous peoples through internships and projects;	Small Group	Dec 2023	

Goals	Outcomes	Lead Party	Expected Timing	Status
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and to make these positions meaningful and with long-term opportunities.

4.12	Advocate for mainstream museums to work with and base the organization's priorities on the Indigenous community priorities.	Small Group	Dec 2023	
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Teaching & Learning

5.1	Build first Action Plan of the Community.	Members	Dec 2022	COMPLETE 12-12-2022
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5.2	Meet with and begin to build rapport with Community Members.	Chair	Dec 2022	
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5.3	Participate in the Respectful Terminology Project as it relates to teaching and learning.	Members	Dec 2023	
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5.4	Identify needs in the teaching and learning field.	Members	Fall 2023	
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5.5	Hold regular community meetings.	Chair	Semi-Annually Spring 2023 Fall 2023	
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5.6	Communicate with Members outside of Meetings.	Chair	Quarterly 2023 Q1 Q2 Q3 Q4	
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5.7	Support Indigenous students/academics in copyright matters as it relates to Indigenous works and IK.	Chair w/ T&L Chair	Dec 2023	
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5.8	Indigenous Curriculum Working Group.	Small Group	Dec 2023	
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Council

Goals	Outcomes	Lead Party	Expected Timing	Status
6.1	Apply for Grants for additional funding.		Ongoing	
6.2	Secure financial partnerships.		Ongoing	
6.3	Review the By-Laws for any revisions at AGM 2023.		Feb 2023	
6.4	Hire a clerical admin to support Council (5hrs/wk).		Feb 2023	
6.5	Hire a Project Lead to move the work of NIKLA forward (FT).	Executive	Apr 2023	
6.6	Establish Directors & Officers and Errors & Omissions insurance for NIKLA.	Treasurer	Nov 2022	COMPLETE 11-15-2022
6.7	Review and enhance the processes of the Executive pertaining to records management.	Admin w/ Secretary	Mar 2023	
6.8	Complete an online introductory event for members and public on the Respectful Terminology Project.	Council	May 2022	COMPLETE 5-2-2022
6.9	Complete an online annual event for members and the public on the Respectful Terminology Project.	Council	Fall 2023	
6.10	Plan a membership campaign to increase membership in 2023 by 150%.	Council	Dec 2023	
6.11	Establish Working Group meetings of Council and/or small groups to meet regularly.	Council	June 2023	
6.12	Establish Executive Committee meetings to occur at least six times a year.	Executive	June 2023	
6.13	Develop an Advocacy Plan.	Council	Dec 2023	