

# SK-IMN



ANNUAL REPORT  
FOR 2017-2018



# LEADERSHIP ADVISORY COMMITTEE

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Our Advisory Committee met six times over the first year of the grant and provided direction regarding activities, evaluation and more. We have a diverse and very busy group of Pls, spanning four provinces and five institutions/ organizations.

Towards the end of our first year we decided to move to a committee structure so that we could have increased network participation and spread the decision making over a broader range of students, faculty, staff and institutions. As we are a provincial network, we hope doing so will strengthen relationships within Saskatchewan and streamline decision making.

We are looking forward to a full and busy 2018-2019 academic year!

Sincerely,

Dr. Caroline L. Tait  
*on behalf of the Leadership Advisory Committee*



Dr. Caroline Tait



Dr. David Gregory



Dr. Brenda Elias



Dr. Robert Henry



Dr. William Mussell



Dr. Alex Wilson



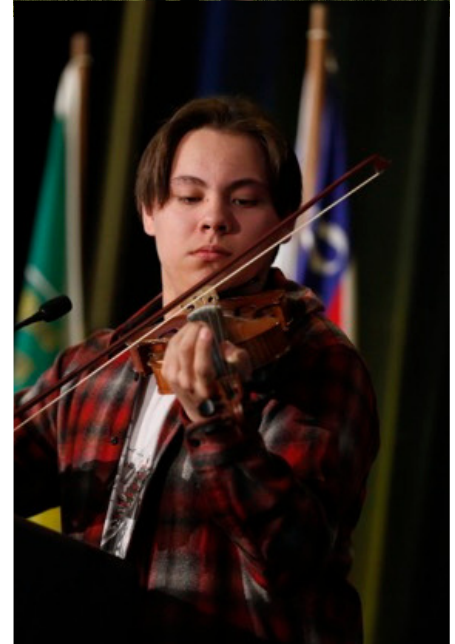
Dr. Robert Innes

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SK-IMN IN REVIEW

# YEAR ONE

Here is a quick look at SK-IMN's activities over the first year of the grant!

### January 2017

IMNP Application submitted to CIHR-IAPH

### June 2018

Funds transferred to institution

### November 2018

Network Information Session hosted at Gordon Oakes Red Bear Student Centre

Website and newsletter launched

### February 2018

Cultural Safety & Trauma - Informed Care Meeting  
**Student Networking Night**

Logo launched - Thanks to artist **Donna Langhorne** for the design!

### April 2018

Began faculty interviews

### Summer 2018

July 9-13 - CIHR's National Gathering of Graduate Students at Thompson Rivers University

Establish committee structure

### Winter 2016

SSRL and Dr. Tom Graham conduct a preliminary mentorship survey with Indigenous faculty and students on campus.

### April 2017

CIHR announces award recipients. SK-IMN named one of 8 mentorship networks.

### September 2017

Network Director hired

### January 2018

Student-Faculty Networking Night co-hosted with **Indigenous Graduate Students' Council**

**Ethics Approval granted**

### March 2018

**Gathering for miyo mahcihowin and Round Dance**  
High school, SIIT and U of S students participated

### May 2018

Attended AIM-HI Annual Retreat  
Finalized CGPS Graduate Mentee Scholarship  
OVPR Funds transferred



## LETTER FROM THE NETWORK DIRECTOR

How quickly this first year has gone! I joined the team in September 2018, coming from a role as Program Coordinator at STR8 UP in Saskatoon, and have enjoyed and learned a lot in this first year.

This report highlights what we've done in the first year of our grant, some of the challenges encountered, and the changes being made to address them. I am looking forward to the continued growth of the SK-IMN and feel privileged to be in a position to support this work.

In July, I had the opportunity to attend the National Gathering of Graduate Students (NGGS) and connect with the other Network coordinators from across the country. This was a meaningful chance to share and learn together and I am looking forward to strengthening the relationships between our networks in the coming years.

In 2018-2019 the SK-IMN is rolling out more robust programming, outreach and awards, and will work to increase engagement with our partner institutions. I look forward to the next year of working together and building meaningful and lasting partnerships.

Sincerely,

Allison Piché



## National Gathering of Graduate Students (NGGS) Thompson Rivers University July 9-13

The National Gathering of Graduate Students took place at Thompson Rivers University in Kamloops, BC July 9-13th, 2018. Student presenters from Saskatchewan included: Iloradanon Efimoff, Avery Ironside, Saima Khan, Carrie Pratt, Indiana Best and John G. Charleton (all from the University of Saskatchewan) and Darlene Rediron (University of Regina). In total, there was a cohort of 15+ students, staff and faculty from Saskatchewan in attendance!

# SK-IMN COMMITTEES

**Leadership Advisory Committee:** Made up of the Network PIs (see inside cover for details)

**Institutional Committee (Group):** Dr. Caroline Tait (PI, Saskatchewan), Val Arnault-Pelletier (Saskatchewan), Sandra Blevins (Saskatchewan Polytechnic), Dr. Stryker Calvez (Saskatchewan), Dr. Sharon Acoose (First Nations University), Cindy Deschenes (PhD Student, Saskatchewan)

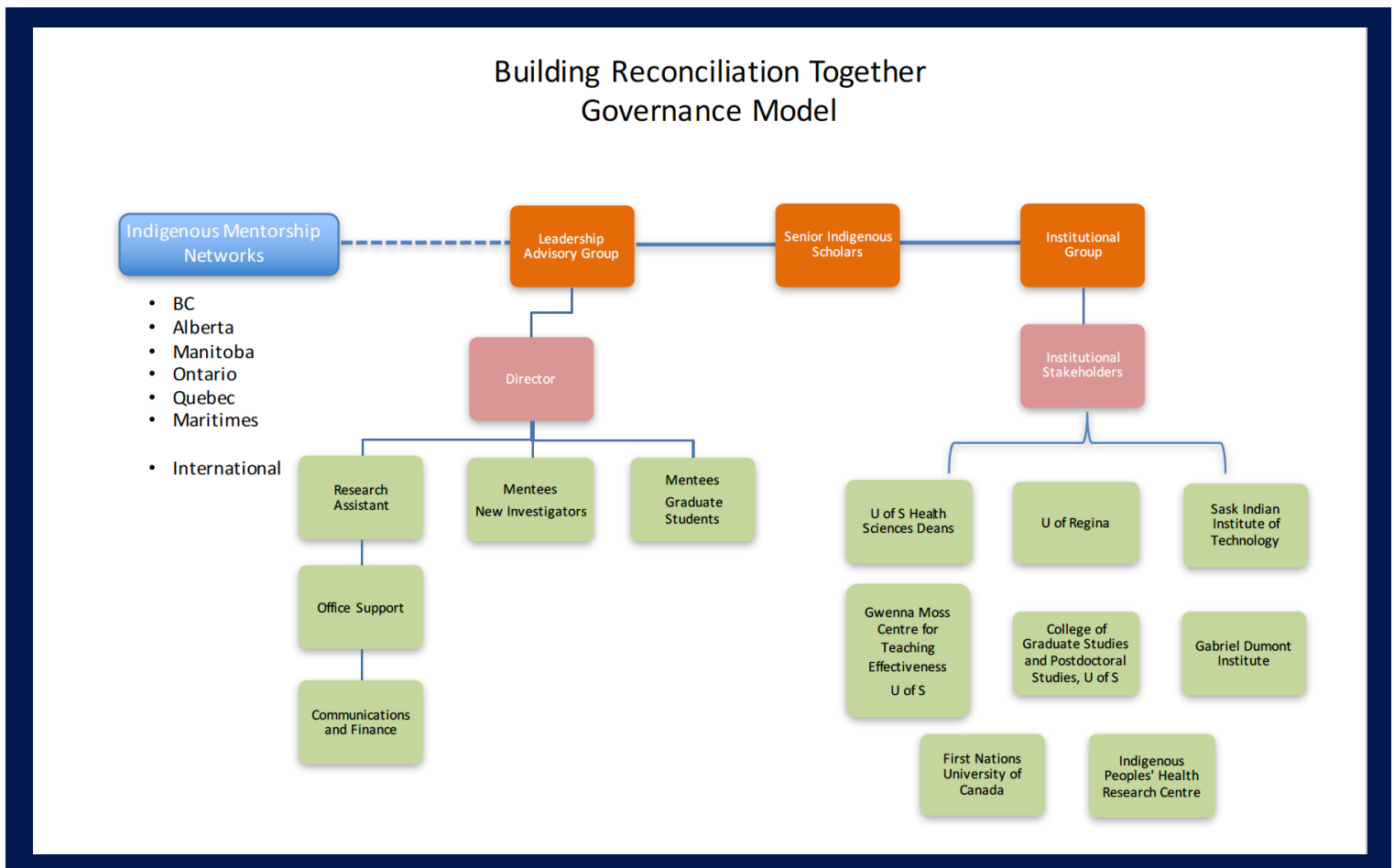
**Awards & Adjudication Committee:** Dr. Carrie Lavallie (First Nations University), Indiana Best (MPH Student, Saskatchewan), Bill Mussell (Sto:lo Elder), Dr. Andy Greenshaw (Alberta), Dr. Heather Foulds (Saskatchewan)

**Outreach Committee:** Dr. Leah Ferguson (Saskatchewan), Joseph Neapetung (Undergraduate Student, Saskatchewan), Bill Mussell (Sto:lo Elder), Nolan Kenny (SIIT), Lana Elias (Science Outreach, Saskatchewan)

**Evaluation Committee:** Dr. Ranjan Datta (Saskatchewan), Micheal Heimlick (Evaluator, Two Bridges Consulting)

**Events Committee:** Dr. Carmen Gillies (SUNTEP, Saskatchewan), Dr. Simon Lambert (Saskatchewan), Sydney Ray Shacter (Undergraduate Student, Saskatchewan)

**If you are interested in participating in one of the above committees, please e-mail Allison Piché at [allison.piche@usask.ca](mailto:allison.piche@usask.ca)**



# INSTITUTIONAL ADVISORY COMMITTEE

**Summary:** The Institutional Advisory Committee's first meeting will be held in the fall of 2018. We are actively seeking members (faculty, staff, and students) from partner institutions and from community. One of the main goals of this committee, as outlined in the grant proposal and in the Network's Logic Model, is to work together to drive institutional change that will facilitate the support of Indigenous students and new investigators in the health sciences. Working across institutions will broaden the reach of network activities and ensure we are meeting the needs of students throughout the province.

## Highlighting MPH Student Projects



A big thank you to our Master of Public Health Summer Students: **Kewwe Dabor and Saima Khan!** Both worked with our team throughout the summer on projects with First Peoples First Person including one project each with the Mentorship Network. Both will be presenting their work at the School of Public Health's poster day later this fall. Below are excerpts of their abstracts.

**Kewwe's** project, "Examining the History and Future of Indigenous Mentorship in Canada," reviewed the findings of the Aboriginal Transitions: Undergraduate to Graduate Studies (AT:U2G) 2010 Report. It surveyed the landscape of Indigenous mentorship programs globally and highlighted successes and challenges as identified by these programs. The review identified areas where the Indigenous Mentorship Programs can work to address preexisting challenges and gaps in research in the Canadian context. Finally, the review looks at the unique challenges of mentoring Indigenous students in the fields of health, wellness and community-based research where there are fewer senior Indigenous scholars and peer mentors across health disciplines. Mentoring provides an avenue for professional interaction and plays a role in enabling success in graduate school and beyond. Examining the history and future of mentorship programs is essential to filling in any gaps that might exist to improve students' possibilities for success.

**Saima's** project, "Indigenous Recruitment & Retention Strategy for the School of Public Health" is a review conducted to assess Indigenous recruitment strategies of public health institutes across North America. A modified logic model was designed to highlight short-term and long-term outcomes and for the evaluation of the suggested framework. An essential aspect of the project was to engage with community members and to integrate the Indigenous ways of understanding health and healing throughout the process. The framework was presented at the National Gathering of Graduate Students at the Thompson Rivers University in Kamloops, BC, and includes feedback from Indigenous health researchers at the gathering, and will be updated to include input from interviews with Indigenous public health students, was utilized in devising the recommendations. The findings and recommendations were presented to the SK-IMN in the form of a report.



# AWARDS & ADJUDICATION COMMITTEE

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**Background:** Funds were transferred from CIHR to the University of Saskatchewan in June 2017. Matching funds from the Health Science Colleges, Pharmacy & Nutrition, Medicine, Physical Therapy, Nursing, Veterinary Medicine and Public Health, will remain within these Colleges but have been committed to Indigenous graduate students/Indigenous Initiatives. The Office of the Vice-President Research's, \$20,000 yearly commitment was transferred to SK-IMN May 2018. These funds will go to student awards.

In March, the Leadership Advisory Committee met and decide to shift some of the CIHR funding so that we would be able to offer awards to students across the province (U of S, U of R, and First Nations University). Most of this money was pulled from the Materials and Supplies line items, with the other portion coming from unused staff funds. This equals an additional \$50,000 going to Indigenous students in Saskatchewan.

**Summary:** The first SK-IMN Award, the Mentee Scholarship, was adjudicated August 1, 2018. There were four applications and the recipient will be announced at our Annual Gathering September 8-9, 2018. We had an ad-hoc committee drawn from the Co-Investigators and Collaborators on the network who assisted in the adjudication of this award, as it needed to be done prior to the first meeting of this committee.

The Awards and Adjudication Committee met August 22, 2018 to review the award finances and discuss options for the 2018-2019 academic year. The committee also discussed the establishment of Saskatchewan-wide awards as well as University of Saskatchewan specific awards from the in-kind matching funds committed by various Colleges and Schools on campus.

Our goal for the 2018-2019 year is to establish the remainder of our Network awards and set up an adjudication process and regular awards schedule. The ad-hoc committee provided very helpful feedback on the adjudication of the first award that will help us streamline and simplify our process moving forward. We will be looking to the Network for faculty to assist in future award adjudication processes and to sit on this committee in coming years.



## Yearly Student Awards & Stipends for 2018-2019

- 1 \$16,000 Mentee Scholarship to an Indigenous Masters Student at the U of S
- 1 \$24,000 Scholarship to a PhD Student in the College of Medicine at the U of S



# OUTREACH COMMITTEE

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**Summary:** In 2017-2018 the Network attended Indigenous Spend-A-Day (January 2018), an event for high school students at the University of Saskatchewan campus, the Graduation Powwow (May 2018) and the Two-Spirit Powwow (June 2018).

The committee first met in July 2018 to work on an outreach strategy which will include high school classroom presentations, a partnership to develop a high school science outreach program with Science Outreach (College of Arts & Science), and continued involvement in on and off-campus events.

We are looking for ways to strengthen our strategy around broadening the reach of these initiatives outside the University of Saskatchewan/Saskatoon. We have connected with Saskatchewan Polytechnic (Nursing) and SIIT to look for other opportunities to share information about our network and host network activities in partnership with other institutions and in other communities.



# EVENTS COMMITTEE

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**Summary:** The events committee had its first meeting July 20, 2018 and discussed the events plan for the 2018-2019 academic year. This includes developing events to facilitate a variety of mentorship opportunities and relationships – proximal, intermediary, distal – and active/passive. The interviews conducted thus far indicated it being important vary the activities, including time commitment involved, to help foster and facilitate participation.

Planned so far are: the Annual Gathering; an Indigenous health & wellness speaker series (possibly in partnership with the Division of Social Accountability); workshops and webinars for undergrads; graduate students and new investigators; and a monthly meet-up for Indigenous graduate students. The National group of Mentorship Networks, is also working together to build a website where webinars can be hosted locally, and students from across the country can participate remotely.

# EVALUATION COMMITTEE

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## **Evaluation Committee: Ranjan Datta (Saskatchewan), Micheal Heimlick (Evaluator, Two Bridges Consulting)**

**Summary:** Since January, the evaluation committee has been hard at work trying to form a comprehensive evaluation plan that can be used to determine the effectiveness of the Network's activities. For the majority of the year, Micheal Heimlick and Allison Piche worked together on much of the work. In July, the evaluation committee recently welcomed its newest member, Dr. Ranjan Datta. Together, we have accomplished several key evaluation milestones. First we have developed a program logic model that visually demonstrates the Network's intended direction (see page 11). However, we wanted to include the opinions of Indigenous students, new investigators, established scholars, and university staff so that we could refine this model as much as possible and ensure it reflected the needs of everyone here in Saskatchewan. Therefore, we spent a significant amount of time interviewing faculty over the summer, and are currently planning to talk with students and staff at the University of Saskatchewan in the coming months. This process will help us to ensure that the Network's goals and activities are going to be as effective as possible for everyone.

Evaluation efforts in the Network will continue into the fall and winter terms of this upcoming academic year. In addition to finishing the remaining student and staff interviews, we have started to create the overall evaluation strategy complete with data indicators, critical methodologies, and evaluation questions. Once completed, this document will be an essential part of our evaluation efforts, as it can help us collect data necessary to provide accountability to you (a network member), to funders, and to the academic community. Primarily, with activity planning and implementation going ahead in full force this year, we will be well-positioned to collect feedback on events so that we can determine: 1) how to improve the delivery of the network as much as possible; and 2) what are network members getting out of the activities they attend (i.e., outcomes).

If you would like to hear more about the evaluation strategy for the Network or would like to be part of the committee, please contact Micheal Heimlick at [micheal.heimlick@usask.ca](mailto:micheal.heimlick@usask.ca).

# COMMUNICATIONS OVERVIEW

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The Network is working on bolstering its communications and social media strategy, pairing this closely with evaluation. The website was built through the U of S system and we receive quarterly updates on web engagement. The Network's newsletter goes out monthly using Mailchimp, through which we can track engagement with each newsletter.

Allison began using Hootsuite in July 2018, which helps to schedule and track social media engagement (Facebook and Twitter). We are experimenting with sponsored/boosted posts in the hopes of extending the reach of these platforms beyond the local (Saskatoon) context.

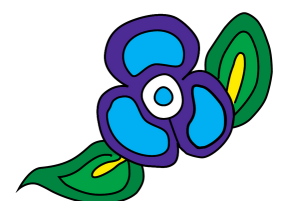
We are also linking in with other communications offices at the U of S, University of Regina and First Nations University, cross posting to Facebook and inviting communications staff to share our events with their students.

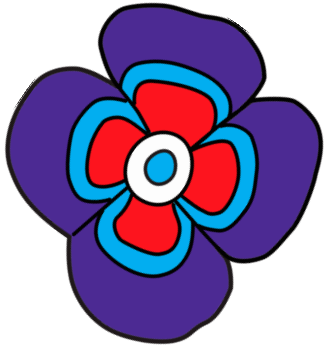
# RESEARCH OVERVIEW

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During the grant writing process, Dr. Graham and SSRL conducted a survey of faculty on campus to find out whether there was an appetite for an Indigenous Mentorship Network, and what the focus of that Network should be. They found that faculty and students at the University of Saskatchewan were in support of a mentorship network, and in particular, stated what the network should focus on.

To follow up on the initial survey, the Mentorship Network has been working with Micheal Heimlick, an evaluator at Two Bridges Consulting who recently graduated from the Applied Social Psychology Program at the University of Saskatchewan. We have developed a logic model for the Network and conducted interviews with Indigenous faculty, students and staff, in order to better understand Indigenous mentorship needs at the University of Saskatchewan and create an overall evaluation strategy.





# LOGIC MODEL

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As a major part of the Network's evaluation activities since January, we have developed a preliminary program logic model that we have been using to guide what we want to achieve from our activities to date. A program logic model is a graphic representation that summarizes the connections between the resources the Network has invested (inputs), the activities implemented, and the desired short, intermediate, and long-term goals of the Network. In creating the logic model, we have tried to demonstrate the assumed linkages between the activities and outcomes to demonstrate the Network's underlying theory of change. By creating this logic model, we believe that we are able to describe the relationships between inputs, activities, and desired outcomes, while also providing a standard approach for integrating program planning, implementation, and evaluation. Most importantly, it visually demonstrates to our Network Members the extensive set of goals we would like to achieve in our funding term (five years).

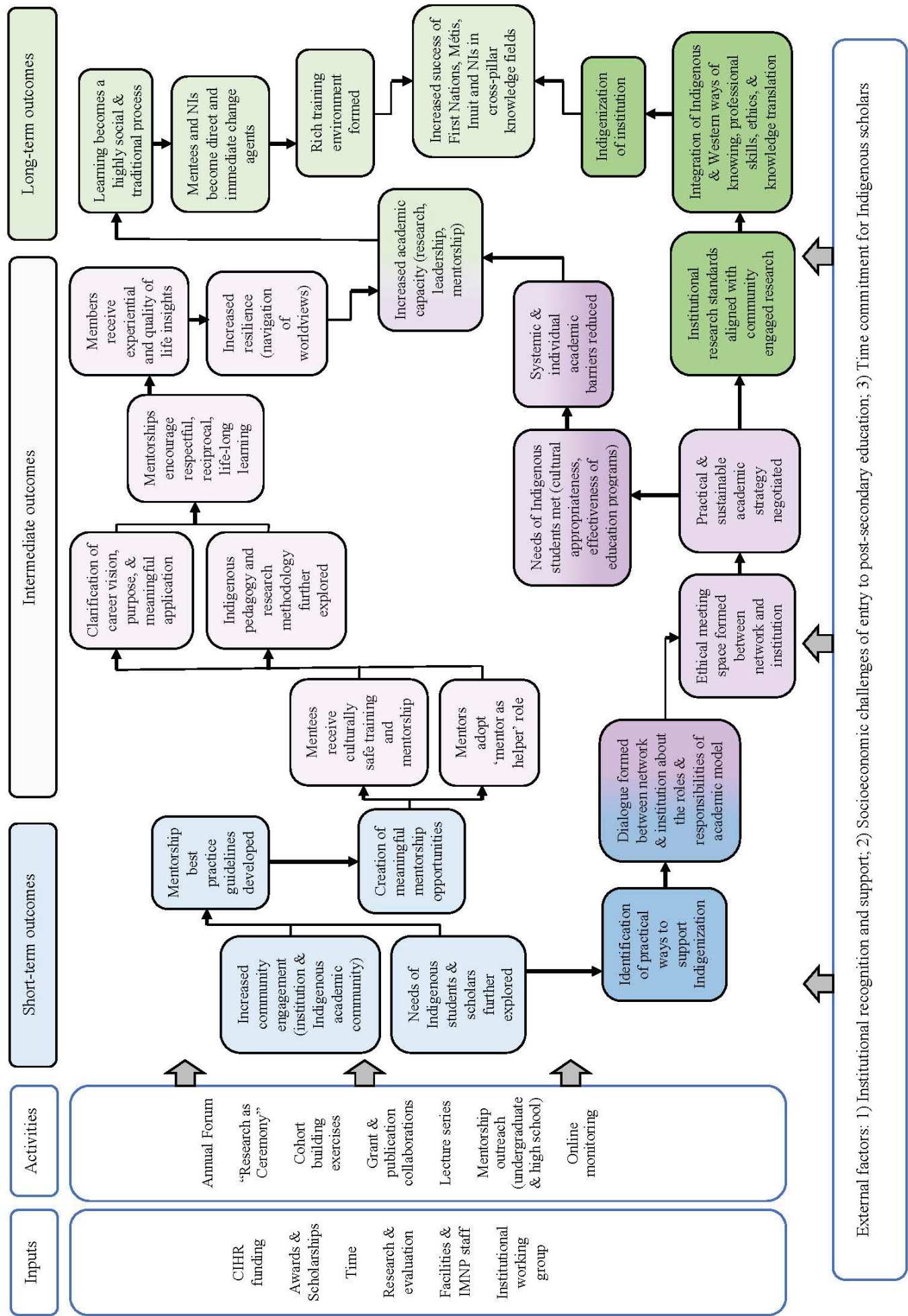
It may be easier to think of the logic model as a "roadmap" for the Network over the next five years. The logic model is read left-to-right and colour/positioning is very important. In the Network's logic model, we have two different "paths" of outcomes that we hope to achieve. Anything written in a box that is a lighter colour (e.g., needs of Indigenous students & scholars further explored) are outcomes that we would like to happen with network members (e.g., students, faculty). Anything written in a darker colour (e.g., ethical meeting space formed between network and institution) are outcomes that we hope to achieve at an institutional level (i.e., driving university policy change to better suit the needs of Indigenous faculty and students).

With this model we are using the outcomes we said we would achieve in our grant application to help us plan out the next five years of Network activities. If an arrow from one box leads to another, that is meant to represent a logical flow (or an "if-then" statement) from one outcome to another. For example, if mentorship best practice guidelines are developed, then we hope to see the creation of meaningful mentorship opportunities for students and faculty.

One final note - we recognize that the Network does not operate without the influences of outside external factors (e.g., time commitment; University recognition and support). Therefore, we represented these at the bottom of the diagram as factors that can either hinder or facilitate the achievement of these outcomes.

If you have any questions about this logic model, or would like to provide feedback on it, contact the Evaluation Committee by emailing Micheal Heimlick at [micheal.heimlick@usask.ca](mailto:micheal.heimlick@usask.ca).

# Saskatchewan Indigenous Mentorship Network – Institutional & Individual Program Logic Model



# 2018-2019 PLANNING

## Annual Gathering September 8-9, 2018

100+ registered with students coming from as close as Saskatoon and as far as Fond du Lac, SK and Nanaimo, BC.

## Sweat Lodge Ceremony

September 9, 2018  
with Elder Jake Sanderson

## Indigenous Graduate Student Meet-Ups

Monthly beginning Thursday, September 20th at noon.

## September 27: Ask a Grad Student: Q & A

in partnership with the Aboriginal Students' Centre

Fall 2018

Begin student focus groups and staff interviews

## Grant Writing Workshop

October 2018

## Indigenous Health Lecture Series

Monthly beginning October 2018  
Possible partnership with the Division of Social Accountability

## SK-IMN PROPOSED

# YEAR TWO

Our tentative plan for year two of the grant...

## September 2018

**SK-IMN Annual Gathering** Wanuskewin Heritage Park, Sept 8-9, 2018

## Announce 2018-2019 Award Recipients

Monthly workshops, lecture series begin.  
Begin student focus groups, staff interviews.

## October 2018

Indigenous Health Lecture Series  
Student Workshops  
Continue student focus groups

Begin Outreach presentations

## November 2018

Indigenous Health Lecture Series  
Student Workshops  
**Data analysis of focus groups and interviews**

## December 2018

Holiday mixer/  
Networking night

## January 2019

Indigenous Health Lecture Series resumes  
Continue workshops, lecture series

## February 2019

Student Workshops  
Indigenous Health Lecture Series

Begin Science Outreach/SK-IMN pilot project

## March 2019

Workshops and Summer planning

## April 2019

Year end networking activity/poster day

## Summer 2019

**2019-2020 Planning**  
Summer Institute  
Plan Annual Gathering





### **Saskatchewan Indigenous Mentorship Network**

We are a team of 75+ university faculty, graduate students, and administrators who received a Canadian Institutes for Health Research Training Grant to develop a provincial-based Indigenous Mentorship Network Program (IMNP) to support Indigenous graduate students, post doctoral fellows and new investigators to be successful in their pursuit of careers in the fields of health and wellness, Indigenous studies and community-based research.

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## Indigenous Mentorship Networks

### **Alberta Indigenous Mentorship in Health Innovation (AIM-HI)**

University of Calgary

PI: Dr. Cheryl Barnaby/Coordinator: Thomas Snow

### **Prairie Indigenous Knowledge Exchange Network (PIKE-Net)**

University of Manitoba

PI: Dr. Josée Lavoie/Coordinator: Anna Huard

### **Mno Nimkodadding Geegi: We Are All Connected (Ontario)**

Western University

PI: Dr. Chantelle Richmond/Coordinator: Elana Nightingale

### **Réseau de Mentors Autochtone du Québec/Quebec Indigenous Mentorship Network**

Kahnawake Mohawk Territory

PI: Dr. Neil Anderson/Director: Dr. Alex McComber/Coordinator: Adriana Poulet

### **Atlantic Indigenous Mentorship Network**

Dalhousie/Memorial University

PI Dr. Debbie Martin, Coordinators: Catherine Hart, Iona Worden-Driscoll

### **Ombaashi Network: All My Relations (National/Int'l)**

Thompson Rivers University

PI: Dr. Rod McCormack/Coordinator: Dr. Sereana Neapi

### **Indigenous Mentorship of the Pacific North-West**

University of Victoria

PI: Dr. Charlotte Loppie/Coordinator: Maria Shallard

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*The IMNs are funded by  
CIHR's Institute of  
Indigenous Peoples' Health*





**Saskatchewan Indigenous Mentorship Network**

[sk.imnp@usask.ca](mailto:sk.imnp@usask.ca)

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