

Elders are held in the highest regard within Indigenous Nations and communities. Please show them respect at all times. It is always best practice to communicate with the Elder about protocol and take their guidance. Through extensive community engagement, the University has developed a general honorarium payment structure, as a guideline.

Regarding the suggested amounts below, the honorarium should reflect the time commitment you are requesting. Understand the time commitment that an Elder is sharing will always include their preparation for the event, the event itself, and respect to the Elder (and teachings) after the event.

Suggested Honorarium Scale:

- \$200 for less than 2 hours
- \$300 for a half-day (2-4 hours)
- \$600 for a full day (more than 4 hours)

*These amounts should be viewed as minimums for honorarium. Be mindful to have payment given on day of the event (cash is preferred but not mandatory).*

For payments over \$200, a general hire workflow needs to be submitted to Human Resources at least a week in advance of the event.

Please take the initiative to discuss an honorarium with the Elder with whom you are working. Provide accurate details and the time frame of payment.

As well, working with Elders is about building a relationship. Please ask the Elder what it is that they require to meet your request (See “Processes” for “How To Make a Request”). Will they require transportation, accommodation, parking, food, or water during their visit? It is your responsibility to build a relationship with your invited guest and get to know their preferences.

If you have questions about honorarium amounts, please contact:

Office of Indigenous Engagement  
306-337-2944  
Email: [indigenous.engagement@uregina.ca](mailto:indigenous.engagement@uregina.ca)

If you have questions about processing honorarium transactions, please contact:

Human Resources  
306-585-4163  
Email: [HR.Support@uregina.ca](mailto:HR.Support@uregina.ca)

| Ceremony/ Activity              | Request Details  | Reasoning  |
|---------------------------------|--|--|
| Pipe Ceremony                   | <p>Preparation of a traditional ceremony and may include instruction.</p> <p>(Those requesting a pipe ceremony must provide tobacco)</p>   | Provides traditional direction, support, prayer and instruction.   |
| Sweat Lodge                     | <p>Sweat protocols and participants may vary depending on different traditions (e.g. Cree, Dakota, Saulteaux, etc.). Sweats typically require before and after ceremony preparation. The host is required to be there from the beginning to the end. Typically, this is an all-day event for the Elder.</p> <p>(Those requesting a sweat lodge ceremony must provide tobacco. Other materials depend on the host.)</p> | Provides traditional direction, support, prayer and instruction.   |
| Feast                           | <p>Feast protocols and participants may vary depending on different traditions and most feasts require before and after ceremony preparation. The host is required to be there from the beginning to the end.</p>  | Community and relationship building.   |
| Indigenous Faculty Presentation | <p>When approaching Faculty members to speak to your class, ensure that your request for knowledge/teachings is appropriate. Please discuss what protocols might be appropriate for the talk. This could include tobacco, a gift, mileage, meals, and/or parking.</p>  | Provides Indigenous-centred knowledge, teachings, and instruction.   |
| Elder In Class Presentation     | <p>An Elder may be invited to speak to a class about a specific topic that requires traditional information and/or knowledge, as well as traditional teachings</p> <p>This includes Traditional Knowledge Keepers that are not classified as “Elders”. Some examples would be a professional person (e.g. teacher, manager, social worker, etc.) or a person with lived experience and ceremonial teachings.</p>       | Provides traditional information and/or knowledge, as well as traditional teachings that only the Elder/Traditional Knowledge Keeper has the expertise to speak to. Direct representation in the classroom/curriculum. |

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| Elder Support Person       | Elders may request a support person to assist them at events in order to ensure their health and well-being, as well as to instruct that helper in ceremonial spaces.  | The Elder feels supported and can arrive without incident in order to provide services.  |
| Pipe/Feast Ceremony Helper | An <i>oskāpēwis</i> (Elder's helper) to assist the Elder/Knowledge Keeper with the Pipe Ceremony with various preparations.  | The Elder is able to teach the <i>oskāpēwis</i> (Elder's helper) how to conduct a Pipe Ceremony/Feast.   |
| Indigenous Mentor          | An Indigenous mentor may or may not define themselves as Elder, Knowledge Keeper, or Old One. They do, however, have expertise related to Indigenous knowledge systems and/or ways of being. They may be involved in university activities such as (but not limited to): external examiner on defense committee; member of a hiring committee; cultural consultant or interpreter or, advisor on special projects. | Provides Indigenous-centred direction, support, and instruction.   |
| Cultural Instructor        | Provides in depth instruction in songs, dance, regalia, and meaning and history of powwow.   | Provides awareness of these cultural activities.   |
| Hand Drum Singers          | Requesting a hand drum singer(s) for events/ceremonies/instructions.   | Provides traditional song(s) for events/ceremonies/instructions  |
| Powwow Dancers             | Requesting a dancer or dancers to display their traditional dance and regalia.   | To perform entertainment at gatherings and/or events; to display traditional dance and regalia with stories of the dance.  |
| Convocation                | Requesting a drum group/singers to attend convocation to sing an honour song.  | To honour and acknowledge graduates, Indigenous peoples and commitment to reconciliation.  |
| Per Diems                  | Mileage, meals, and hotel accommodation, if applicable, should be provided based on University of Regina rates.  | Providing mileage, meals, and hotel accommodation demonstrates respect. See <a href="#">policy EMP-050-005</a> for per diem rates  |
| Parking                    | Accommodation for parking can be arranged by contacting Parking Services seven (7) days in advance.  | Providing parking demonstrates respect. See Parking Services website for details and rates:<br><a href="https://www.uregina.ca/parking/index.html">https://www.uregina.ca/parking/index.html</a> |