

Employment Equity for Aboriginal Teachers

2012



Employment equity for Aboriginal teachers

LETTER OF UNDERSTANDING

Between

British Columbia Teachers' Federation (BCTF)

And

British Columbia Public School Employers' Association (BCPSEA)

Re: EMPLOYMENT EQUITY—ABORIGINAL TEACHERS

The parties recognize that Aboriginal teachers are under-represented in the public education system. The parties are committed to redress the under-representation of Aboriginal teachers and therefore further agree that:

- They will encourage local school boards and teacher unions to make application to the Human Rights Tribunal under section 42 of the *Human Rights Code* to obtain approval for a “special program” that would serve to attract and retain Aboriginal teachers.
- The parties will assist local school boards and teacher unions as requested in the application for and implementation of a “special program” consistent with this Letter of Commitment.

BCTF supports an Aboriginal Employment Equity program. In the *Member's Guide to the BCTF* it states

b) That the BCTF actively support an employment equity program for the public schools with the aim of achieving a teaching force that is reflective of the ethnic diversity of BC public schools.

Special programs

The Letter of Understanding applies to Employment Equity for Aboriginal Teachers.

Currently districts do this and usually use target dollars to hire Aboriginal teachers Special target hire from target money

| District | Percent Aboriginal Students | Proportionate Number of Aboriginal Teachers | Actual Numbers |
|-------------------|-----------------------------|---|----------------|
| Vancouver | 3.5% | 121 | 41 |
| Prince George | 17.3% | 160 | 11 |
| Kamloops/Thompson | 13.4% | 114 | 16 |
| Cowichan Valley | 14.0% | 76 | 10 |
| Coast Mountains | 31.7% | 113 | 17 |
| Prince Rupert | 52.2% | 89 | 19 |
| Haida Gwaii | 60.9% | 35 | 5 |
| Nisga'a | 93.8% | 38 | 17 |
| Stikine | 59.1% | 13 | 2 |
| Alberni | 24.7% | 64 | 5 |

Data sources: Ministry of Education, 2003/04 to 2007/08. Full-year summary report for *Student Statistics and Teacher Statistics*, January 2008. Figures are based on 2007–08 District-level data.

Once they're in the classroom as a:

- TTOC
- classroom teacher
- classroom resource.

The challenges they face are:

- pressure to be the cultural broker for all Aboriginal people
- racism
- challenge to their credentials.

The Local Contacts for Aboriginal Education (LCAE) can work with the local president to establish an Employment Equity Program.

**For further
information**

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