



Once they're in the classroom as a:

- TOC
- classroom teacher
- classroom resource.

The challenges they face are:

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

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

**For more information
about Employment Equity please
contact Gail Stromquist
1-800-663-9163 (local 1854) or
604-871-1854 (gstromquist@bctf.ca)**



**BC Teachers' Federation
100-550 West 6th Avenue
Vancouver, BC
V5Z 4P2**

Employment Equity for Aboriginal Teachers



**LETTER OF
UNDERSTANDING
No. 6**

Between

**BRITISH COLUMBIA PUBLIC
SCHOOL EMPLOYERS'
ASSOCIATION (BCPSEA)**

And

**BRITISH COLUMBIA TEACHERS'
FEDERATION (BCTF)**

Re: **Employment Equity
—Aboriginal Employees**

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

- They will encourage the employer and the local 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 the employer and the local as requested in the application for and implementation of a “special program” consistent with this Letter of Commitment.

**BC Human Rights Tribunal
defines two special programs
for hiring practices.**

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

**Employment
Equity**

**Special target
hire from
target dollars**

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

I.A. 13(b) That the BCTF actively support an employment equity program for public schools with the aim of achieving a teaching force that is reflective of the ethnic diversity of BC public schools.



District	Percent of Aboriginal students	Number of Aboriginal teachers needed for equity	Actual numbers of Aboriginal teachers (Includes full-time and part-time teachers)
Vancouver	3.8%	126	41
Prince George	23.9%	214	11
Kamloops/Thompson	15.3%	132	16
Cowichan Valley	16.5%	83	10
Coast Mountains	39.5%	129	17
Prince Rupert	60.0%	100	19
Haida Gwaii-Queen Charlotte	63.0%	37	5
Nisgaa	99.0%	46	17
Stikine	79.0%	17	2
Alberni	29.0%	74	5

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