

Updated: July 27, 2012

Checklist for the Local Contacts for Aboriginal Education (LCAE)

1. Get on your local executive committee—talk to your local president.
 - a. Adding a new LCAE position on the local executive usually requires an amendment to the local constitution.
 - b. Request that the local president support and recommend the inclusion of the LCAE on the local executive committee.
 - c. Request that the local executive committee recommend the appropriate constitutional amendment to a general membership meeting.
2. Get Employment Equity Program started:
 - a. Talk to the local president and bargaining chair about starting the process through identifying employment equity as a local priority.

Supporting procedures and policies:

1.A.08—*That locals encourage and work with support staff unions and their school boards to examine the composition of the equitable presence, inclusion, and representation of Aboriginal and minorities in all sectors of the educational system.* (06 AGM, p. 26);

1.A.13—(a) *That the BCTF recognizes the importance of teachers of Aboriginal ancestry working in the school system, both for programs that are targeted to Aboriginal students and programs that serve all students.*

(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.*

(c) *That the employment equity, program for Aboriginal teachers include the following elements:*

 - (i) *goals for achieving employment equity, including goals for having Aboriginal teachers in programs throughout the system, as well as in programs supported by targeted Aboriginal education funding;*
 - (ii) *workshops for teachers and school districts to explain employment equity programs and how they work;*
 - (iii) *a baseline database of teachers in BC public schools who self-identify as Aboriginal;*
 - (iv) *a registry of Aboriginal teachers who hold BC College of Teachers certificates and who are seeking employment as teachers in BC;*
 - (v) *employment equity pilot projects in districts where the BCTF local and the school board agree to undertake a project;*
 - (vi) *a program with targets and actions to increase the number of Aboriginal people who seek and achieve teacher training and qualifications;*
 - (vii) *research to identify systemic impediments to employment equity including hiring policies, employment practices and workplace climate;*
 - (viii) *support networks which include a mentoring program for beginning Aboriginal teachers;*
 - (ix) *an annual report on and monitoring of progress toward meeting the employment equity goals.* (Jan. 00 Ex, p. 16)

1.A.14—*That locals be encouraged to work toward developing a plan for recruiting, supporting, and retaining Aboriginal teachers in union leadership positions. (05 AGM, p. 41)*

- b. Make a motion at the local executive committee meeting to strike a committee to start the employment equity process. This committee could include LCAE, local president, social justice contact, bargaining chair, and more, if deemed necessary.
- c. Use materials in the Employment Equity tool kit (DVD, etc...) to support this motion at the local executive and general meetings.
- d. This motion goes to the local general meeting.
- e. This newly formed committee will meet with the local board. Contact Marjorie Dumont, phone: 604-871-1854, toll free: 1-800-663-9163 (local 1854), e-mail: mdumont@bctf.ca for advice.
- f. The committee and board apply to Human Rights Tribunal for special program.
- g. Once approved, becomes a Letter of Understanding in local agreement (local decides what the employment equity program will look like). Victoria has one in place, and Vancouver School District has one in process. Jody Pollukoshko, VESTA vice president/grievance officer, is willing give advice on the process.

Notes:

- a. Employment equity programs seek to insure the district's commitment of core funding, not just targeted money, to hiring teachers of Aboriginal ancestry.
- b. It would be a good idea to give a workshop on this at a Pro D day.