

# Employment Equity for Aboriginal Teachers

## Checklist

### Work with the membership

| Description   | Timeline |
|---|----------|
| <b>1. Use PowerPoint and Letter of Understanding to raise awareness of the local executive</b>  |          |
| <b>Comments:</b>  |          |
| <b>2. Include issue in local newsletter before the adoption of employment equity as a priority.</b>   |          |
| <b>Comments:</b>  |          |
| <b>3. Recommend to the local executive the adoption of employment equity as a local priority, and recommend this priority to the membership</b> |          |
| <b>Comments:</b>  |          |

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| <p><b>4. Enlist support from the Aboriginal Education Advisory Committee (AEAC) member, and the Committee for Action on Social Justice (CASJ) member assigned to your local, and your Local Contact for Aboriginal Education and Local Social Justice Contact.</b></p> |  |
| <p><b>Comments:</b></p>  |  |
| <p><b>5. Present pamphlet and/or BCTF employment equity PowerPoint to staff reps to give out at school-based union meetings and/or...(see #6.)</b></p>   |  |
| <p><b>Comments:</b></p>  |  |
| <p><b>6. Present PowerPoint at a general meeting, and give out the pamphlet (contact BCTF—Marjorie Dumont for advice, phone: 604-871-1854, toll free: 1-800-663-9163, e-mail: <i>mdumont@bctf.ca</i>)</b></p>  |  |
| <p><b>Comments:</b></p>  |  |

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| <b>7. Adopt employment equity as a local priority at a local rep. assembly or annual general meeting</b>   |  |
| <b>Comments:</b>   |  |
| <b>8. Form a local ad-hoc employment equity committee (e.g. local president or grievance officer, AEAC member, the Local Contact for Aboriginal Education, and/or Aboriginal teacher reps. from both elementary and secondary)</b> |  |
| <b>Comments:</b>   |  |
| <b>9. Apply for BCTF grant to support the work of this ad-hoc committee</b>  |  |
| <b>Comments:</b>   |  |

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| <b>10. Convene first meeting of ad-hoc employment equity committee.</b>  |  |
| <b>Comments:</b>   |  |
| <b>11. Make a motion to the local annual general meeting regarding possible constitutional changes to add Local Aboriginal Education Contact to the local executive committee (where applicable)</b> |  |
| <b>Comments:</b>   |  |
| <b>12. Ensure that the ad-hoc employment equity committee regularly reports and makes recommendations to the local executive committee.</b>  |  |
| <b>Comments:</b>   |  |

**Work with the school board**

| Description  | Timeline |
|--|----------|
| <p><b>1. Local ad-hoc employment equity committee prepares for meeting with the board by:</b></p> <p>a) reviewing materials, handouts, and background information, e.g. Letter of Understanding, Employment Equity for Teachers of Aboriginal ancestry: Process for Applying to the BC Human Rights Tribunal for Approval, Employment, Equity Toolkit for Educators.</p> |          |
| <p><b>Comments:</b></p>  |          |
| <p>b) clarifying respective roles and responsibilities of local and district in filing the application to the BC Human Rights Tribunal (contact Marjorie Dumont for advice).</p>   |          |
| <p><b>Comments:</b></p>  |          |

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| <b>2. Local ad-hoc employment equity committee meets with District representatives</b> |  |
| <b>Comments:</b>   |  |
| <b>3. Develop a plan and timeline jointly for implementation</b>                       |  |
| <b>Comments:</b>   |  |