



**British Columbia
Human Rights
Tribunal**

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October 26, 2006

RE: SPECIAL PROGRAM APPROVAL, SCHOOL DISTRICT 61, GREATER VICTORIA

School District 61 has applied for a special program approval to allow it, to henceforth, restrict the recruitment and hiring in a specific number of teaching positions to candidates of Aboriginal ancestry. This initiative is aimed at eliminating barriers and achieving a representative work force that includes Aboriginals.

The District has provided letters of support from the Greater Victoria Teachers' Association and the Victoria Native Friendship Centre.

The application and supporting documentation indicates that:

1. 7% of the student population in the District is of Aboriginal ancestry, whereas less than 1% of the teaching staff of approximately 1150 full-time equivalents are of Aboriginal ancestry;
2. Historically, Aboriginal students have not fully participated in the education system;
3. In many situations, Aboriginal students do not experience curriculum that is culturally relevant, nor do they see a large number of Aboriginal role models at the Schools or District level; and
4. The hiring of Aboriginal teachers is critical to developing a bridge of understanding between students, staff and the community.

The Tribunal is satisfied, based on the information provided, that restricting the following number of teaching positions to the hiring of candidates of Aboriginal ancestry is appropriate:

- Seven (7) teaching positions in the 2006/07 school year;
- A percentage that is reflective to the Aboriginal student population for years 2007/08, 2008/09, 2009/10, 2010/11.

This special program approval is granted for a five year period commencing on October 26, 2006 and on the basis that the District provide annual reports, with the first report due on October 26, 2007. The annual reports must address the number of postings that specify Aboriginal ancestry, the number of persons hired who are of Aboriginal ancestry, and the Aboriginal student population for that year.

This approval will automatically expire without further action by me on October 26, 2011 unless earlier revoked by me or my designate, a change in the program, or a further application for renewal.

Yours truly,

Original signed by

Heather M. MacNaughton
Chair