

Title: FIRST NATIONS' EMPLOYMENT EQUITY
Category: Education/Student Services: General
Policy No.: E1002
Replaces: June 3, 1994 VCC Board approved policy
Applicability:
Issue Date: June 3, 1994
Amended Date:
Source(s): Aboriginal Post-Secondary Education and Training Policy Framework
Approval: _____
President

1. PURPOSE

Langara College will implement a hiring practice that reflects a sensitivity to employment equity for aboriginal people within the College.

2. DEFINITIONS

First Nations' include status, non-status, Metis and Inuit peoples.

3. AUTHORITY

3.1 Related Acts and Regulations

[B.C Freedom of Information and Protection of Privacy Act](#)

[B.C. College and Institute Act](#)

[B.C. Ministry of Advanced Education](#)

3.2 Related Policies

4. RELATIONSHIPS WITH COLLECTIVE AGREEMENTS

None.

5. POLICY

Langara College recognizes the need to recruit and employ First Nations' personnel in faculty, staff and administrative positions, to reflect the proportions of First Nations' people of working age in the provincial population and will take the necessary steps to achieve this goal.

6. GUIDELINES/STANDARDS

7. EXCEPTIONS

8. PROCEDURES

8.1 Develop an annual Aboriginal Employment Equity plan which facilitates discussions with the appropriate components of the College and will include both management and union representation.

8.2 Hold an annual review of the Aboriginal Employment Equity plan. This review, along with any necessary recommendations for amendment, will be included within the yearly report referenced under Policy # (Consultation with First Nations' Peoples Regarding First Nations' Education), section 8.3.

9. INQUIRIES

10. APPENDICES