



EMPLOYMENT EQUITY FOR ABORIGINAL TEACHERS



PHOTOS BY PETER OWENS

LETTER OF UNDERSTANDING

Between

British Columbia Teachers' Federation (BCTF)

And

British Columbia Public School Employers' Association (BCPSEA)

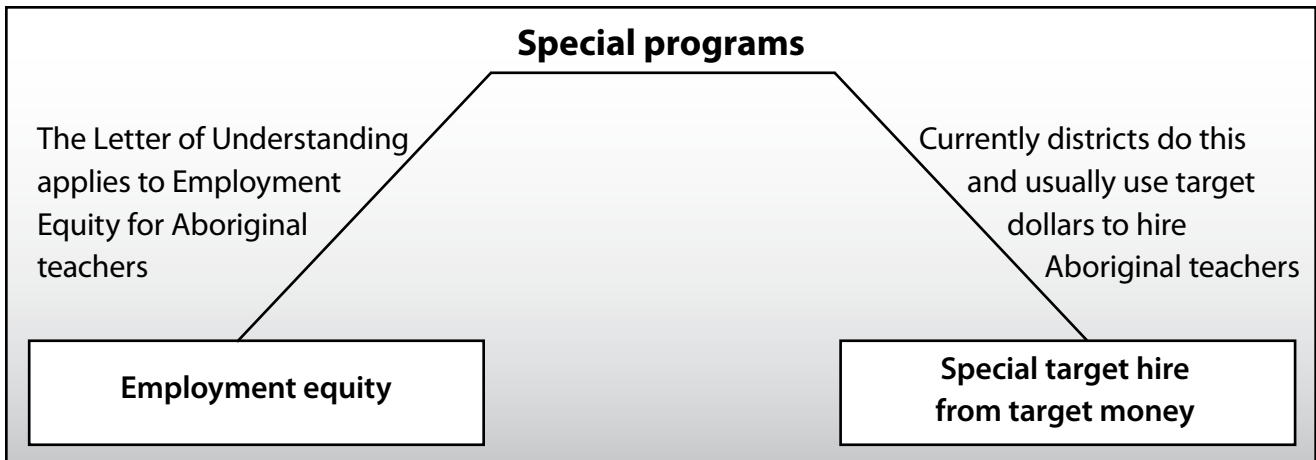
Re: EMPLOYMENT EQUITY—ABORIGINAL TEACHERS

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

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

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

- 1.A.13
 - 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.



District	Percent Aboriginal Students	Proportionate Number of Aboriginal Teachers	Actual Numbers
Vancouver	3.5%	121	41
Prince George	17.3%	160	11
Kamloops/Thompson	13.4%	114	16
Cowichan Valley	14.0%	76	10
Coast Mountains	31.7%	113	17
Prince Rupert	52.2%	89	19
Haida Gwaii	60.9%	35	5
Nisga'a	93.8%	38	17
Stikine	59.1%	13	2
Alberni	24.7%	64	5

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

For further information

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Once they're in the classroom as a:

- TTOC
- classroom teacher
- classroom resource.

The challenges they face are:

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

The Local Contacts for Aboriginal Education (LCAE) can work with the local president to establish an Employment Equity Program about Employment Equity.