

February 21, 2017

Mr. Bernd Walter, Chair
Human Rights Tribunal
1170 – 605 Robson Street
Vancouver, BC. V6B 5J3

Dear Chairperson Walter,

Please accept this letter as the annual report for the College of New Caledonia's Special Program to hire employees of Aboriginal ancestry. The College of New Caledonia (CNC) has undergone significant organizational changes this year; however we continue to work with Aboriginal communities and partner groups to achieve their education and career goals.

We are pleased to report that this year CNC hired two key administrative positions in the Lakes and Nechako regions. The Regional Principal positions for each campus were posted under the Human Rights Special program and we recruited candidates from the Wet'suwet'en First Nation and from Nak'azdli Whut'en. We are already receiving positive feedback on the impacts of having Principals who are from the campus's region and we are confident their connections will build even stronger relationships with those communities **which include Burns Lake, Vanderhoof and Fort St James.**

In addition, the Aboriginal Resource Centre Manager position was increased to a full-time position and CNC successfully recruited a candidate who is Aboriginal. In this way, CNC is increasing the numbers of administrators with Aboriginal ancestry, as outlined in the Special Program. **Overall, the** postings were as follows:

- For 2016 CNC had 10 positions posted as either Restricted or Preferred.
- 6 positions were designated restricted, all of which were filled
- 4 positions were designated preferred, of which 3 were filled with candidates of Aboriginal Ancestry

CNC's Strategic Plan was finalized in June¹ and the Education Plan is almost complete. The Director of Aboriginal Education has already had preliminary discussions with several Advisory committees to set goals and objectives for Aboriginal Education. The Education Plan also asks each department to report how they are addressing Aboriginal Education, thereby making it a cross-college responsibility which everyone is accountable for.

The Human Rights Special Program webpage was updated this year² and it will soon be placed more prominently on the CNC website. This year we were approached by another public post-secondary institution who is researching their options to apply for a Special Program. They would like a program which goes beyond Job Descriptions with the word 'Aboriginal' in them, but can apply more broadly to other positions such as CNC's Regional Principal position. We hope our new website will bring more

¹ College of New Caledonia. 2016 – 2020 Strategic Plan – Promoting Student Success.
<http://www.cnc.bc.ca/AssetFactory.aspx?vid=34819>

² See http://www.cnc.bc.ca/Human_Resources/Human_Rights_Special_Program.htm

attention to the Special Program and CNC can become a resource to other institutions who are working towards Aboriginal employment equity.

The College continues to promote inclusiveness at each campus and to the communities in their respective regions. The cultural and informational events held at each campus are garnering more attendance over time. This year, it was our honour to have Arthur Manuel³ speak on human rights and Roy Henry Vickers⁴ speak on arts and storytelling at CNC. The Faculty Association at CNC supported these initiatives and another, in collaboration with the Aboriginal Resource Centre, to have a panel of guest speakers on the topic of First Nations protocols.

The first phase of the Employment and Services Plan is moving into its final year and a new proposal call will go out early in 2017. Each campus is working with the campus Aboriginal Advisory Committee to identify needed programs and services. We are proposing to have community-based programs being offered from every campus. One of the proposal criteria will be to utilize the Special Program for any new positions to be created with the funding.

In all, this year was successful in that we hired key administrative positions and increased funding to a third as part of the Special Program. CNC will prioritize proposals that address Aboriginal employment in the coming year. We continue to create an inclusive campus for Aboriginal employees by working with Aboriginal Advisory committees to identify cultural and historical teachings which are shared at various events throughout the year.

Sincerely,

Henry Reiser

cc Lily Bachand, President CUPE Local 4951
Bill Deutsch, President CNC Faculty Association
Kim Swarts, CNC Interim Executive Director Human Resources
Lee Doney, Chair CNC Board of Governors
Ben Berland, General Manager Carrier Sekani Tribal Council & Co-Chair Yinka Dene Council

³ Prince George Citizen (2016). *CNC hosts human rights speaker*. <http://www.princegeorgecitizen.com/news/local-news/cnc-hosts-human-rights-speaker-1.2192331>

⁴ Lakes District New (2016). *Celebrate Aboriginal History Week with CNC*. <http://www.mybulkleylakesnow.com/8635/celebrate-aboriginal-history-week-with-cnc/>