

College of New Caledonia

OFFICE OF THE PRESIDENT



April 11, 2018

Ms. Diana Juricevic, Chair
Human Rights Tribunal
1170 – 605 Robson Street
Vancouver, BC. V6B 5J3

Dear Chairperson Juricevic,

Please accept this letter as the 2017 Annual Report for the College of New Caledonia's Special Program to hire employees of Aboriginal ancestry. The College achieved significant milestones in 2017 with the adoption of Strategic¹ and Education Plans.² . The third goal of the Strategic Plan is Aboriginal Education and the Education Plan references alignment to the Calls to Action of the Truth and Reconciliation Commission.

The College has the third highest number of Aboriginal students of BC's ten colleges; at a 660 headcount in 2016, Aboriginal students comprise 25% of the domestic student population. Only Northwest Community College has a higher percentage rate at 44%³. As such, there is a growing need to ensure CNC is providing relevant programs and services to Aboriginal communities and students.

The College has ongoing meetings with Aboriginal Advisory Committees to receive guidance on programs and services relevant to their communities. Each Advisory appoints members to attend the Yinka Dene Council which is an Advisory to the President. The Yinka Dene Council prioritizes the College's Aboriginal Service Plan and provides feedback on programs and services.

The Indigenization Committee membership was extended this year and drafted a Terms of Reference to guide their work. Additionally the Committee will serve as a Core Committee of the CNC Education Council to support the process of Indigenizing curriculum and policies. The Terms of Reference should be adopted by March 2018.

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

² Education Plan a framework for student success 2017 – 2020.
<http://www.cnc.bc.ca/AssetFactory.aspx?vid=37084>

³ Post-Secondary Central Data Warehouse Standard Reports October 2017 Data Submission Aboriginal Identity.
https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/data-research/standard_reports_aboriginal_totals.pdf



The Indigenization Committee supported the hiring of a second Aboriginal Studies (ABST) instructor and both instructors have release time to support faculty in Indigenizing curriculum and to support the work of the Committee. The Special Program allowed us to successfully hire an Aboriginal instructor into this position. Administrative support has also been assigned to the Committee so that more assistance is available to organize the work of the Committee.

The College continues to create more awareness of Aboriginal issues and cultural inclusivity. In partnership with the Faculty Association the Aboriginal Centre had Theo Fleury, a former NHL star who now does public speaking on healing and resilience⁴. The Committee also supported hosting a session of the KAIROS Blanket exercise which was very positively evaluated by the administrators and faculty who participated. As a result of this feedback, there are plans to have CNC employees train to facilitate the Blanket Exercise and then host a series so that all employees can participate. The Aboriginal Resource Centre staff continue to support cultural inclusiveness by guest speaking in various classes and hosting cultural and information events for the entire college community.

The Human Rights Special Program webpage was updated this year⁵ and is placed more prominently on the CNC website. This year saw a rise in the number of designation requests for faculty positions. Moreover, some of the positions were successfully hired with candidates of Aboriginal ancestry. Overall the postings were as follows:

- For 2017 CNC had 12 positions posted as either Restricted or Preferred.
- 11 positions were designated restricted, all of which were filled to date
- 4 positions were designated preferred, of which 2 were filled with candidates of Aboriginal Ancestry

The faculty requests presented an additional workload for the faculty members of the Special Program Committee; however a more detailed process resulted for faculty designation requests. This year the Regional Principal position at Nechako became vacant as this employee moved into the ABST faculty position, and the position was successfully filled with a candidate of Aboriginal ancestry.

In all, the College experienced a successful year in adopting Strategic and Education Plans which will guide our overall efforts to providing relevant education programs and services to Aboriginal learners. The highlight of this year was having faculty positions posted and filled by Aboriginal applicants who will be role models for the Aboriginal students in their class and on campus. We are excited about the extension and formalization of the Indigenization Committee which will help move Aboriginal forward in a coordinated and strategic manner. All of these initiatives support the goals of the Human Rights Special Program to hire more Aboriginal

⁴ *Connection + Conversation = Personal Transformation*. <https://www.theofleury14.com/>

⁵ See <https://cnc.peopleadmin.ca/>



employees at CNC. We sincerely appreciate the support of the Human Rights Tribunal to achieve this goal of equity.

Sincerely,

Henry Reiser

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