

College of New Caledonia

OFFICE OF THE PRESIDENT



December 5, 2018

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

Dear Chairperson Juricevic;

We are pleased to provide this 2018 Annual Report for the College of New Caledonia's Special Program to hire employees of Aboriginal ancestry. The College of New Caledonia (CNC) continues to strive towards inclusion in various aspects of the work we do serving the educational needs of communities.

It is important to note that we are also hiring employees of Aboriginal ancestry outside of the Human Rights Special Program and now have four self-declared Aboriginal administrators, with the Director of Aboriginal Education a member of the CNC Executive Committee.

We were honored to have more Aboriginal people appointed to the CNC Board of Governors this year, bringing the total to four; all of them are from local First Nations and Métis communities. Thus we have Aboriginal representation in all sectors of the College and its governance.

We thank you for your continued support of the Human Rights Special Program at CNC. We look forward to working with the HRSP Committee to ensure it continues to make progress in achieving its targets in the coming year.

Sincerely,

A handwritten signature in black ink, appearing to read 'Henry Reiser'.

Henry Reiser
President

cc Lily Bachand, President, CUPE Local 4951
Jan Mastromatteo, Chief Steward, CNC Faculty Association
Ben Berland, General Manager, Carrier Sekani Tribal Council & Co-Chair Yinka Dene Council
Marlene Erickson, Director, Aboriginal Education CNC
Gil Malfair, Chair, CNC Board of Governors

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This year the College allocated more funding towards Aboriginal Education to complete the Aboriginal Strategic Plan. Facilitators invited all First Nations and Aboriginal partner groups to provide feedback and establish goals for CNC over the next five years. The community feedback has now been compiled into a draft Plan which will be distributed back to the participants to see if it reflects their feedback.

In addition to this, the Communications department created a restricted position for a Recruitment Officer-Aboriginal Students. Working with the existing two Recruitment Officers, this new employee will focus on Aboriginal recruitment which will include visiting Aboriginal communities and participating in their career fairs. We are looking forward to having this employee “out there” and visible in the communities to demonstrate CNC’s commitment to Aboriginal Education, and we are currently recruiting to fill this position.

As well, the College moved two part-time instructor positions into base funding. Access instructors work in the Aboriginal Centre providing one-on-one tutoring support and their work is consistently prioritized by the students as the highest need. These positions were designated under the Special Program when they were created, but have never been filled by an Aboriginal person. This shows us we must work harder to recruit Aboriginal university graduates who are highly employable. In all, the College now allocates approximately \$530,000 to positions relating to Aboriginal programs and services¹.

The College also celebrated the signing of two Memorandums of Understanding with First Nations partner groups which commit to working together to provide relevant and responsive programs and services to their communities. Cheslatta Carrier Nation² and the Aboriginal Housing Society of Prince George³ both signed MOUs, bringing the total to four. The Prince George campus now proudly flies the Lheidli T’enneh First Nation flag to acknowledge that our campus sits on their unceded territory⁴.

This year the College was very excited to receive support from the Ministry of Advanced Education & Skills Training to build a residence for Aboriginal students from remote communities. CNC has been seeking funding for many years to address the culture and urban shock many students from remote communities experience upon coming to Prince George. By the time they make the adjustment to urban life and being away from their communities, they are often too far behind in their studies to succeed. Aboriginal House will provide an Elder-in-Residence who will help them make the transition to urban living so they can focus on their studies right from the start.

¹ Positions include: Director Aboriginal Education, Manager Aboriginal Centre, Liaison/Advisor positions, Cultural Advisor, and Recruitment Officer, Aboriginal students.

² The Prince George Daily News. March 31, 2018. <http://pgdailynews.ca/index.php/2018/03/31/cnc-signs-mou-with-cheslatta-first-nation/>

³ The Prince George Daily News. April 28, 2018. (<http://pgdailynews.ca/index.php/2018/04/28/cnc-signs-memorandum-with-aboriginal-housing-society-of-pg/>)

⁴ MYPGNOW. November 24, 2017. <https://www.myprincegeorgenow.com/62486/lheidli-tenneh-flag-raised-cnc/>

The College is in the process of recruiting key management positions at CNC and the hiring administrators are being asked to carefully review the Special Program criteria to consider posting the positions as restricted or preferred. The percentage of Aboriginal students at all campuses remains significant, ranging from 19 to 91% of domestic enrolment.

The College continues to celebrate Aboriginal cultures and inclusion at all campuses, hosting cultural and social events and providing professional development sessions to staff. All campuses offered cultural events and teachings for an entire week in March. Professional development seminars to both faculty and support staff took place at various campuses. Elders and community members are included in most activities as a means of drawing attention to programs offered at each, and as a means to create community support for the students at CNC.

CNC continues to work with Aboriginal partners to offer programs for communities. Community-based programs offer the best chance for student success because the students do not have to leave their family and community support systems. Most of these positions are posted under the Special Program. For 2018, the following positions were designated and not/filled with employees of Aboriginal ancestry:

- 16 positions were posted as Restricted or Preferred
- 7 positions were posted as Restricted, with two filled as of Dec 1, 2018; the other five positions are still being recruited
- 9 positions were posted as Preferred; 2 were filled with employees of Aboriginal ancestry

CNC has several new administrators and we will ensure all receive information about reviewing all positions posted through the criteria of the Human Rights Special Program. We also draw your attention to the Addendum at the end of this document to correct last year's report on position numbers.

In sum, we have continued to allocate more funding to Aboriginal education each year to make it more inclusive and welcoming to Aboriginal students and communities. As the final year of Phase II draws near, we remain committed to this process and are appreciative of the Human Rights Tribunal's support to create a workforce that reflects the diversity population it serves.

Addendum: Correction to Annual Report of 2017

In reviewing our numbers, we noted an error in the reporting for 2017; this corrects the 2017 numbers as follows:

- 16 positions were posted as Restricted or Preferred
- 3 positions were designated Restricted and 2 of them were filled as of December 2017
- 13 positions were designated Preferred; 10 positions were filled as of December 2017 and 4 of the 10 were employees of Aboriginal ancestry