INSTRUCTIONS FOR RETURNING THIS FORM

- Email us your form by attaching a saved copy and sending it to: BCHumanRightsTribunal@gov.bc.ca
- Or click Print, and fax, mail, or hand deliver a copy of your form to us

CONTACT INFORMATION

Name of organization:

Name and position of person completing this form:

Mailing Address:

City:

Province: Postal Code:

Tel: Fax: Cell:

Email:

Purpose of collecting contact information:

The Tribunal uses your contact information to process your application.
SPECIAL PROGRAMS FOR ABORIGINAL PEOPLE

The Tribunal recognizes that Aboriginal people in Canada face pre-existing disadvantage arising out of a legacy of colonialism, including the inter-generational trauma associated with residential schools. Aboriginal Canadians continue to have lower educational and economic achievements than non-Aboriginal Canadians, as well as poorer health outcomes and increased risk of violence.

In 2015, Canada’s Truth and Reconciliation Commission studied this legacy of disadvantage and made a number of calls to action to begin the necessary process of reconciliation. The Commission called for greater Aboriginal representation, and better cultural competence, in the education, health, justice and child welfare sectors, as well as other aspects of public life.

- **Education**: The Truth and Reconciliation Commission as well as the BC Ministry of Education have recognized the need to work with Aboriginal communities to improve school success for Aboriginal learners in BC. Part of this process entails the development of culturally appropriate curricula, and increasing knowledge of and respect for Aboriginal culture, language and history. Aboriginal leaders and role models are a vital part of connecting Aboriginal learners to their school and strengthening ties to Aboriginal communities.

- **Health**: Aboriginal people face serious and unique health challenges. The Truth and Reconciliation Commission has called upon governments to increase the numbers of Aboriginal professionals working in the healthcare field and to ensure healthcare is delivered to Aboriginal people in a culturally-competent manner.

- **Safety**: Aboriginal people, and in particular Aboriginal women, are disproportionately victims of crime. The Truth and Reconciliation Commission recommends culturally-appropriate services for Aboriginal victims of crime.

- **Child welfare**: Aboriginal children are over-represented in out-of-home care, and are more likely to intersect with the child welfare system than non-Aboriginal children. The Truth and Reconciliation Commission recommends culturally competent training for social workers and others in the child welfare system.

Special programs in BC which aim to ameliorate the disadvantage faced by Aboriginal communities, including those consistent with the Truth and Reconciliation Commission’s recommendations, will be approved by the Human Rights Tribunal under s. 42(3) of the *Code*.
NATURE OF SPONSORING ORGANIZATION

Describe the nature of the organization or the part of the organization that is proposing the special program.

☐ I have attached more information on _____________ extra page(s)
PROPOSED SPECIAL PROGRAM
Describe the proposed special program, including:
- the eligibility criteria for the program; and
- anticipated timeframe for the program.

For example:

* Preferential hiring of people who self-identify as Aboriginal until such a time as a certain representation target is met
* Exclusive hiring of Aboriginal candidates, including First Nations, Métis and Inuit, for a specific position
PURPOSE OF THE SPECIAL PROGRAM

Describe:

- the disadvantage that the special program is intended to address; and
- the anticipated benefits of the special program.

☐ I have attached more information on ____________ extra page(s)
ACCOUNTABILITY AND MONITORING
Describe who is responsible for monitoring the special program, and how success will be measured.
How will you measure the anticipated benefits?

☐ I have attached more information on __________ extra page(s)
THIRD PARTY INTERESTS

Identify any third parties affected by the special program. For example:

*Unions or employee associations*
*Local Aboriginal groups*

For each identified third party, you must:

- ☐ attach a written statement from the third party, setting out its position on the special program; and
- ☐ provide a copy of this application to the third party.

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☐ I have attached more information on ____________ extra page(s)
If you have not identified any third parties, describe how you have consulted with employees or other people or groups who may be affected by the special program.

☐ I have attached more information on ___________ extra page(s)

**TIMELINE**

Identify any relevant timelines that the Tribunal should be aware of in processing your application. In particular, please identify if there is any urgency to your request.

For example:

- *The special program must be implemented before the start of school in September*
- *The position in the special program must be filled as quickly as possible*