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*. 
EXISTING SPECIAL PROGRAM
Identify the existing special program that you wish to renew.
EFFECTIVENESS OF THE SPECIAL PROGRAM

Describe the results of the special program to date, as applicable:

- If the special program related to hiring, information about the staff hired under the terms of the special program
- Whether the special program has achieved any of its goals and, if so, how
- Challenges faced in the course of the special program

☐ I have attached more information on _____________ extra page(s)
ONGOING NEED
Identify why there is an ongoing need to continue the special program. Describe:

- The disadvantage that the special program intends to continue to address
- The anticipated benefits of the special program

☐ I have attached more information on ____________ extra page(s)
UPDATES
Provide any updates about the structure and implementation of the special program. This should include any changes in:

- The nature of the sponsoring organization
- The staff person or persons responsible for monitoring the special program

☐ 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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<th>Name of affected third party organization:</th>
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<td>Contact person and position:</td>
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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*