

SPECIAL PROGRAM APPROVALS GRANTED

Applicant	Effective Dates	Program
Amata Transition House	07/15/2012 07/15/2017	Restrict hiring to women for employment positions and to restrict recipients of its services to women and their dependent children
BC Centre for Disease and Control	08/07/2012 08/15/2022	Chee Mamuk Aboriginal Program, STI/HIV Prevention and Control. Restrict hiring to persons of Aboriginal ancestry. The restriction applies to full and part-time, permanent or casual employees and independent contractors.
BC Women's Hospital & Health Centre, Aboriginal Health Program	08/30/2004 12/08/2019	Restrict hiring to persons of Aboriginal ancestry for the positions of Aboriginal Patient Liaison and Aboriginal Program Coordinator/Lead.
	01/26/2016 01/26/2021	Restrict hiring to persons of Indigenous ancestry for three positions, Complex Care Coordination Team, Indigenous Health Program. Nurse Coordinator, Indigenous Family Care Coordinator and Operations Lead/Manager.
BC Nurses Union	05/10/2018 05/01/2023	Preferential hiring to persons of colour or Indigenous persons or members of the LGBTQ community or persons with disabilities in the positions of Administrative Support, Human Rights & Equity Committee.
Camosun College	12/18/2003 05/28/2018	5% of seats reserved for qualified student applicants of Aboriginal ancestry in Nursing, Early Childhood Care and Education, and Practical Nursing in the School of Health and Human Services.
College of New Caledonia	12/07/2009 12/07/2019	Restrict hiring to Aboriginal applicants for positions in the following categories: <ul style="list-style-type: none"> a. Employees providing direct operational, instructional or administrative service to primarily Aboriginal students (i.e. Aboriginal Academic Advisor, Aboriginal Liaison, Senior Policy Advisor/Manager of Aboriginal Services). b. Employees instructing courses whose content is primarily Aboriginal (i.e. Aboriginal Studies courses, Aboriginal Early Childhood Education, College & Career Preparation – Lheidli Project). c. Employees offering services and/or programs funded through Aboriginal-specific funding initiatives. d. Administrators working on campus with significant numbers of Aboriginal learner, or with a significant population of Aboriginal peoples in their campus area. e. The candidates for positions covered by this Special program will be able to provide written proof of Aboriginal ancestry through a nationally or provincially recognized Aboriginal organization. All candidates must fall under the description of Aboriginal as defined in the <i>Constitution Acts of 1982</i>, Part II, Section 35(2), as the “Indian, Inuit and Metis peoples of Canada”.

Community Connections Society	07/30/2012 07/30/2017	Hiring restricted to a women for the position of Community Support Worker to work with a woman client.
Covenant House	17/07/2014 17/07/2019	Restrict advertising and hiring of a total of 42 positions to persons of female gender for the positions of Youth Workers, Team Leaders and Shift Supervisors.
First Nations Education Steering Committee Society	12/12/2012 28/06/2023	Recruitment and hiring preference to persons of First Nations ancestry who meet the qualifications and skill requirements for FNESC positions.
HaiCo Group	23/04/2018 22/04/2023	Preferential hiring of qualified persons of Haida ancestry for all positions in the HaiCo Group.
Hazelton Community Services	09/01/2018 08/31/2023	Restrict hiring in a support person position to a male applicant.
Heartwood Centre for Women	08/25/1994 02/17/2019	Hiring restricted to women for the staff positions.
Industry Training Authority	08/18/2015 08/18/2020	Restrict enrollment in the Enhanced Construction Craft Workers (E-CCW) training program to First Nations participants.
Legal Services Society	11/04/2007 09/19/2022	Restrict hiring for the position of Manager, Aboriginal Services to an Aboriginal person.
	07/15/2008 12/20/2018	Limit hiring and/or provide preference to people of aboriginal ancestry for the position of Family Staff Lawyer – Terrace
	07/15/2008 11/25/2018	Limit hiring and/or provide preference to people of aboriginal ancestry for the positions and Aboriginal Community Legal Worker - Nanaimo
	10/12/2010 10/14/2020	Provide preference to lawyers of Aboriginal ancestry for the position of Haida Gwaii Circuit Court Family Duty Counsel.
	01/16/2018 01/15/2023	Preferential hiring to persons of Aboriginal background for all Aboriginal Community Legal Workers throughout BC
	02/28/2018 02/28/2023	Preferential hiring to persons of Aboriginal background for the Coordinator, Indigenous Services
	03/15/2018 03/15/2023	Restrict hiring to candidates of Indigenous ancestry for the position of Vice President, Indigenous Services
Ministry of Education	07/29/2016 07/28/2021	To collect data on ethnic identity from certified teachers.

NEC Native Education College	01/09/2008 09/01/2023	Restrict programs and services to Aboriginal peoples and preference to Aboriginal people in hiring.
North Island College	08/17/1999 11/13/2019	Hiring restricted to persons of Aboriginal ancestry for the positions: Director, Aboriginal Education. Aboriginal Education Advisors; Faculty, Aboriginal Programming; and Elders.
North Island College	10/09/2012 10/05/2022	Priority admission to the following number of self-declared Aboriginal applicants: <ul style="list-style-type: none"> • Three in the Bachelor of Science Nursing Program; • Four in the Early Childhood Care and Education program; • Four in Human Service Worker Program; • Four in the Health Care Assistant Program; and • Two in the practical Nursing Program.
Office of the Representative for Children and Youth	10/24/2012 06/02/2020 06/02/2015 06/02/2020 06/29/2017 06/29/2022 10/18/2017 10/18/2022	Restrict hiring to persons of Aboriginal ancestry for the position of Deputy Representative. Restrict hiring to persons of Aboriginal ancestry for the position director Aboriginal Initiatives. Restrict hiring within it Indigenous Strategies and Partnership Team to Indigenous applicants. Restrict hiring to indigenous applicants for most positions until 20% of regular staff are indigenous.
RainCity Housing and Support Society	07/19/2017 07/14/2022	Limit employment and tenancy at Budzey and Vivian Transitional Housing to women, transgendered and gender diverse people.
School District 23 (Central Okanagan)	12/19/2003 02/06/2019	Hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Advocates, Aboriginal Cultural Facilitator, Aboriginal Cultural Assistant, Okanagan Language Instructor and Aboriginal Cultural Presenter.
School District 23 (Central Okanagan)	09/28/2011 06/09/2021	Preferential hiring for teachers with Aboriginal ancestry.
School District 23 (Central Okanagan)	01/04/2016 01/04/2020	Restrict hiring to persons of Aboriginal ancestry for Aboriginal Youth and Family Support Workers and Aboriginal Youth and Family Support Manager.
School District 28 (Quesnel)	03/15/2003 02/06/2019 12/16/2008 02/06/2019	Hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Education Support Worker and Aboriginal Youth Care Worker. Restrict hiring of any teaching position assigned to the Aboriginal Education Department to persons of Aboriginal ancestry.

		Restrict hiring of one teaching position outside of the Aboriginal Education Department per school year to a qualified candidate of Aboriginal ancestry. If no qualified candidate applies the position will be rescinded and posted as a continuing position without additional qualification of Aboriginal ancestry.
School District 35 (Langley)	07/17/2014 07/17/2019	Restrict the advertising and hiring to persons of Aboriginal ancestry for the positions of Aboriginal Support Worker, District Teacher (Aboriginal Program) and Aboriginal Learning Support Teacher.
School District 36 (Surrey)	03/10/1999 03/03/2019	Restrict advertising and hiring to people of Aboriginal ancestry for 1 Aboriginal District Principal, 25 Teachers and 65 Support Workers in the Aboriginal Education Program. Restrict advertising and hiring to people from specific minority cultures and linguistic backgrounds who have requisite language skills in each language, including in some cases restricted to a member of that community, as Multicultural Workers to a maximum of 18 positions. Restrict advertising and hiring to people that speak one or more of a number of languages as Settlement Workers in School under the Settlement Program, to a maximum of 25 positions.
School District 39 (Vancouver)	12/05/2012 12/05/2017	Hiring restricted to persons of Aboriginal ancestry for positions with the job title “Aboriginal Education Enhancement Workers”.
School District 41 (Burnaby)	06/02/2015 06/02/2020	Preferential hiring to person of Aboriginal ancestry, providing they meet qualifications and they meet or exceed the qualifications of other candidates for the filling of vacant positions and positions attached to Ministry targeted funding in support of Aboriginal programs.
School District 42 (Maple Ridge-Pitt Meadows)	11/24/2003 11/13/2018 12/03/2015 11/13/2018	Employment advertising and hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Support Worker, Aboriginal Cultural Worker and Aboriginal Child Care Worker. Advertising and preferential hiring to an individual of Aboriginal ancestry for the position of Aboriginal Resource Teacher.
School District 43 (Coquitlam)	10/01/2002 05/31/2023 06/24/2011 09/14/2021	Hiring restricted to persons of Aboriginal ancestry for positions of Youth Workers in the Aboriginal Program. Preferential hiring of Aboriginal persons into teaching positions until such time as the percentage of Aboriginal teachers is equal to the percentage of Aboriginal students in the District.
School District 47	02/18/2015 06/30/2018 09/02/2016 06/30/2017	Restricted hiring of one Educational Assistant to a person of male gender, with specific qualifications, to provide assistance for identified students until such time as the students graduate but no longer than June 30, 2018. Restricted hiring of one Educational Assistant to a person of male gender, with specific qualifications, to provide assistance for an identified student to the end of 2016/17 school year.

School District 48 (Sea to Sky)	04/09/2014 04/09/2019	Hiring preference to qualified teachers of Aboriginal ancestry, to a maximum of 43 positions.
School District 50 (Haida Gwaii)	4/24/2012 7/17/2017	Restrict hiring to a female Education Assistant to work with a female student at Queen Charlotte Secondary School.
School District 52 (Prince Rupert)	08/11/2005 08/18/2020	Restricted hiring to First Nations candidates for positions available or positions created under Aboriginal education targeted funds.
School District 53 (Okanagan Similkameen)	4/1/2011 7/21/2021	Restrict hiring of Aboriginal education support workers to candidates of Aboriginal ancestry.
School District 61 (Greater Victoria)	10/26/2006 11/14/2018	Give preference in hiring teachers to applicants with Aboriginal ancestry to a maximum of 70 teachers by 2018.
	08/31/2018 09/01/2018	Hiring preference to persons of Aboriginal ancestry in the position of District Principal/District Coordinator, Aboriginal Education Department.
School District 63 (Saanich)	10/28/1998 10/15/2018	Hiring preference for persons of First Nations ancestry for the positions of First Nations Support Teachers and First Nations Education Assistants.
School District 68 (Nanaimo-Ladysmith)	03/04/1997 02/06/2019	Hiring restricted to persons of Aboriginal ancestry for the positions of Teachers, Aboriginal Education Assistant, Aboriginal Assistant - Alternative, Aboriginal Assistant -Transitions, Aboriginal Assistant – Supervisor Aide, Aboriginal Tutor Secondary and District Assistant –Aboriginal Education.
School District No. 70 (Alberni)	03/21/2012 03/21/2017	Preferential hiring to persons of Aboriginal Ancestry to teaching positions until such time as the percentage of teachers of Aboriginal ancestry in the District is equal to the percentage of Aboriginal students in the District.
School District 69	10/18/2013 10/18/2018	Preferential hiring to persons of First Nations, Métis and Inuit ancestry for teaching positions and First Nations, Metis and Inuit Home School Liaison Worker.
School District 71 (Comox Valley)	02/16/2016 02/10/2021	Preferential hiring to persons of Aboriginal ancestry for the following positions: <ul style="list-style-type: none"> • Teaching positions in Aboriginal Education • CUPE positions in Aboriginal Education • Principal and Vice-Principal, Aboriginal Education
School District 72	2016/2017 to 2018/2019 School years	Restrict the recruitment and hiring of a male Educational Assistant for a student attending school in the 2016/17to 2018/19 school years.
School District 73 (Kamloops/Thompson)	03/13/2013 03/13/2018	Restrict hiring for the position of District Principal-Aboriginal Education to a person that is of Aboriginal ancestry.

School District 74 (Gold Trail)	03/04/2014 03/04/2019	Establish Aboriginal Student Scholarships of \$500 to each of six students in the District.
School District 74 (Gold Trail)	03/20/2015 03/20/2020	Preferential hiring in all positions to persons of Indigenous ancestry who possess the necessary qualifications over other applicants until such time as the percentage of staff of Indigenous ancestry in the School District is equal to the percentage of students of Indigenous ancestry in the School District.
School District 82 (Coast Mountains)	01/07/2008 04/08/2023	Hiring preference to qualified applicants with Aboriginal ancestry and intimate knowledge of First Nations language and culture for Aboriginal education positions.
School District 83 (North Okanagan/Shuswap)	11/17/2015 11/17/2020	Preferential advertising for and hiring of Aboriginal Education Worker positions to persons of Aboriginal ancestry.
	12/07/2016 12/07/2021	Preferential hiring to candidates of Aboriginal ancestry for clerical support positions in the District's Aboriginal Education Program.
School District 91 (Nechako Lakes)	08/01/2007 03/15/2023	Restrict the recruitment and hiring for 25 positions in all staffing areas including administration, teaching and support staff to candidates of First Nations ancestry
Thompson Rivers University	01/08/2009 01/08/2019	Restrict hiring to a person of Aboriginal descent for the position of Supervisor, Aboriginal Student Services.
Thompson Rivers University	14/06/2010 20/07/2020	Restrict hiring to a person of Aboriginal descent for the position of Aboriginal Life Skills Coach
Thompson Rivers University	11/30/2009 11/30/2019	Restrict hiring to a person of Aboriginal descent for the position of Aboriginal Transition Planner.
Thompson Rivers University	03/09/2016 03/11/2021	Restrict hiring to a person of Aboriginal descent for the position of Student Counselor, Faculty of Student Development
Thompson Rivers University	04/01/2013 04/01/2018	Restrict hiring to a person of Aboriginal descent for the position of Aboriginal Mentor & Community Coordinator. Approval to post the position with the following statement: Under Section 42(3) of the <i>BC Human Rights Code</i> this posting is open to Aboriginal persons only
Thompson Rivers University	04/16/2014 04/16/2019	Restrict recruitment and hiring to a person of Aboriginal descent for the position of Executive Director, Aboriginal Education
Thompson Rivers University	10/08/2015 09/16/2020	Restrict hiring to a person of Aboriginal descent for the position of Aboriginal Student Recruiter & Enrollment Representative. The approval includes the following statement on the position posting: "Under section 42(3) of the <i>BC Human Rights Code</i> this position is available to Aboriginal persons only".
Thompson Rivers University	06/30/2016 06/30/2021	Restrict hiring to a person of Aboriginal descent for the position of Assistant Professor/Lecturer in Indigenous Journalism.
Thompson Rivers University	02/28/2018 02/08/2019	Restrict hiring to female applicants in next tenured track professor position in Computing Sciences.
Tsimshian Alliance	09/30/2016	Restrict hiring for an Executive Director position to persons of Indigenous culture and heritage,

	09/30/2021	with preference given to a qualified Tsimshian candidate.
University of British Columbia	01/20/1999 01/31/2017	Approval of Employment Equity Plan
University of British Columbia	06/07/2013 06/07/2018	Approval of measures to redress the salary gap between male and female faculty.
Seyem' Qwantlen Business Group	02/16/2015 02/28/2023	Preferential hiring to persons of Aboriginal ancestry in all jobs, including on-call and casual positions for a period of three years.
Women's Information Safe House (WISH) Drop In Centre Society	10/18/2004 05/18/2020	Hiring restricted to women, including transgendered women, for all staff positions.
Vancouver Coastal Health	01/23/2017 01/23/2021	Restrict hiring to women, including trans women for the following positions within the Women's Intensive Case Management Team: registered nurse, registered psychiatric nurse, social worker and health care worker.
Vancouver Board of Parks and Recreation	01/30/2017 07/30/2018	Restrict hiring for two part-time positions to trans* and gender variant individuals.
Vancouver Island University	02/28/2014 02/28/2019	Allow preference in hiring a person of Aboriginal ancestry for the position of Education Counsellor, Services for Aboriginal Students.
	02/28/2014 02/28/2019	Allow preferential hiring to persons of Aboriginal ancestry for position of Education Advisor, services for Aboriginal Students – Nanaimo Campus
Vancouver Island University	02/09/2016 02/09/2021	Allow preference in hiring a person of Aboriginal ancestry for a second Education Counsellor position, Services for Aboriginal Students, Cowichan Campus.
	03/11/2016 03/11/2021	Restrict hiring to persons of Aboriginal ancestry for a Counsellor position, Services for Aboriginal Students, Nanaimo Campus.
	01/24/2017 01/24/2021	Preferential hiring for people who self-identify as Aboriginal for faculty positions in the Department of Social Work.
	05/16/2017 05/17/2022	Preferential hiring to persons of Aboriginal ancestry for the positions of Education Navigators
University of Victoria, Employment Equity Program	01/24/2002 09/29/2020	Approval of Employment Equity Program.