

## BC's Office of the Human Rights Commissioner

750 - 999 Canada Place  
Vancouver, BC V6C 3E1  
Phone: 1-844-922-6472

**BCOHRC Stamp**

### INSTRUCTIONS FOR RETURNING THIS FORM

- **Email** us your form by attaching a saved copy and sending it to:  
[Trish.Garner@bchumanrights.ca](mailto:Trish.Garner@bchumanrights.ca)
- Or print and **mail** 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 BCOHRC uses your contact information to process your application.

## SPECIAL PROGRAMS FOR INDIGENOUS PEOPLE

The BCOHRC recognizes that Indigenous people in Canada face pre-existing disadvantage arising out of a legacy of colonialism, including the inter-generational trauma associated with residential schools. Indigenous peoples in Canada continue to have lower educational and economic achievements than non-Indigenous people in Canada, 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 Indigenous 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 Indigenous communities to improve school success for Indigenous learners in B.C. Part of this process entails the development of culturally appropriate curricula, and increasing knowledge of and respect for Indigenous culture, language and history. Indigenous leaders and role models are a vital part of connecting Indigenous learners to their school and strengthening ties to Indigenous communities.
- **Health:** Indigenous peoples face serious and unique health challenges. The Truth and Reconciliation Commission has called upon governments to increase the numbers of Indigenous professionals working in the healthcare field and to ensure healthcare is delivered to Indigenous peoples in a culturally-competent manner.
- **Safety:** Indigenous people, and in particular Indigenous women, are disproportionately victims of crime. The Truth and Reconciliation Commission recommends culturally-appropriate services for Indigenous victims of crime.
- **Child welfare:** Indigenous children are over-represented in out-of-home care, and are more likely to intersect with the child welfare system than non-Indigenous children. The Truth and Reconciliation Commission recommends culturally competent training for social workers and others in the child welfare system.

Special programs in B.C. which aim to ameliorate the disadvantage faced by Indigenous communities, including those consistent with the Truth and Reconciliation Commission's recommendations, will be approved by the BCOHRC under s. 42(3) of the B.C. Human Rights 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 Indigenous until such a time as a certain representation target is met*

*Exclusive hiring of Indigenous 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 Indigenous 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.

|  |      |              |
|--|------|--------------|
| Name of affected third party organization: |      |              |
| Contact person and position:               |      |              |
| Mailing Address:                           |      |              |
| City:                                      |      |              |
| Province:                                  |      | Postal Code: |
| Tel:                                       | Fax: | Cell:        |
| Email:                                     |      |              |

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| Tel:                                       | Fax: | Cell:        |
| Email:                                     |      |              |

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 BCOHRC 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*