

# Special programs approvals granted

| Applicant                                    | Effective dates            | Program   |
|--|----------------------------|---|
| Amazon Canada Fulfillment Services ULC       | 30-Jul-2019<br>30-Jul-2024 | Preferential target and hire of persons with disabilities as Associates in Amazon Canada Fulfillment Centres.   |
| BC Centre for Disease and Control            | 15-Aug-2017<br>15-Aug-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 Nurses Union                              | 10-May-2018<br>01-May-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.  |
| BC's Office of the Human Rights Commissioner | 01-Apr-2021<br>01-Apr-2026 | Exclusive hiring of Indigenous candidates for the position of Indigenous Strategist.  |
| Belle Construction                           | 17-Aug-2019<br>17-Aug-2024 | Restrict hiring to female tradespersons.  |
| Camosun College                              | 16-Feb-2004<br>18-Jun-2024 | 16 seats reserved for qualified student applicants of Indigenous ancestry the Nursing program   |
|  | 26-Mar-2021<br>26-Mar-2026 | Preferential and/or limited hiring of selected faculty and staff positions to either prioritize applications from candidates with Indigenous ancestry or to only accept applications from candidates with Indigenous ancestry, on a case-by-case basis.                               |
| Capilano University                          | 10-Feb-2021<br>10-Feb-2026 | Exclusive hiring of Aboriginal candidates into specialized positions and course assignments throughout the institution.   |
| Catherine White Hollman Wellness Centre      | 26-Mar-2021<br>26-Mar-2026 | Preferential hiring to paid and volunteer positions for individuals self-identifying as trans women and individuals on the trans-feminine spectrum, Indigenous people, Black people and people of colour, people with disabilities, nonbinary, and other trans and queer individuals. |

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

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| College of New Caledonia              | 07-Dec-2009<br>02-Jan-2025 | <p>Restrict hiring to Aboriginal applicants for positions in the following categories:</p> <ul style="list-style-type: none"> <li>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).</li> <li>b. Employees instructing courses whose content is primarily Aboriginal (i.e. Aboriginal Studies courses, Aboriginal Early Childhood Education, College &amp; Career Preparation – Lheidli Project).</li> <li>c. Employees offering services and/or programs funded through Aboriginal-specific funding initiatives.</li> <li>d. Administrators working on campus with significant numbers of Aboriginal learner, or with a significant population of Aboriginal peoples in their campus area.</li> <li>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”.</li> </ul> |
|                                       | 12-Feb-2020<br>12-Feb-2025 | Limit access to the College’s Aboriginal Centres and the services it offers through the Centres to Indigenous persons only.   |
| Covenant House                        | 17-Jul-2014<br>25-Oct-2025 | Restrict advertising and hiring for a total of 78 positions to persons of female gender, over the term of the approval.   |
| Directors Guild of Canada             | 28-Oct-2019<br>28-Oct-2024 | Permitted to operate a searchable database that will include voluntary provided information about individual directors’ protected characteristics for the purpose of facilitating hiring of diverse directors in BC’s film and television industry.   |
| Emily Carr University of Art & Design | 22-Jan-2019<br>22-Jan-2024 | Preferential hiring of persons who self-identify as Indigenous for up to five tenured or tenure-track faculty member positions.   |
|                                       | 26-Mar-2020<br>26-Mar-2025 | Restrict hiring to either an Indigenous or racialized candidate that possesses the qualifications for the position of Vice Provost, Students.   |

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|  | 25-Apr-2019<br>25-Apr-2024  | Exclusively hire a person who self-identifies as Indigenous for the position of Tier 1 Canada Research Chair, Indigenous Research  |
|  | 10-Feb-2021<br>10-Feb-2026  | Preferential hiring of persons who self-identify as Aboriginal or racialized for seven tenured or tenure-track faculty member positions across multiple fields.                    |
| First Nations Education Steering Committee Society | 12-Dec-2012<br>28-Jun-2023  | Recruitment and hiring preference to persons of First Nations ancestry who meet the qualifications and skill requirements for FNEESC positions.                                    |
| Fraser Health Authority                            | 07-Aug-2019<br>07-Aug-2024  | Preferential hire of qualified persons who self-identify as Indigenous for specific positions in the Aboriginal Health Program and Indigenous Primary Health and Wellness Program. |
| HaiCo Group  | 23-Apr-2018<br>23-Apr-2023  | Preferential hiring of qualified persons of Haida ancestry for all positions in the HaiCo Group.   |
| Hazleton Community Services                        | 31-Aug-2018<br>31-Aug-2023  | Restrict hiring in a support person position to a male applicant.  |
| Legal Services Society                             | 04-Oct-2007<br>19-Sept-2022 | Restrict hiring for the position of Manager, Indigenous Services to an Indigenous person.  |
|  | 15-Jul-2008<br>07-Jan-2024  | Limit hiring and/or provide preference to people of aboriginal ancestry for the position of Family Staff Lawyer – Terrace  |
|  | 16-Jan-2018<br>15-Jan-2023  | Preferential hiring to persons of Aboriginal background for all Aboriginal Community Legal Workers throughout BC   |
|  | 28-Feb-2018<br>28-Feb-2023  | Preferential hiring to persons of Aboriginal background for the Coordinator, Indigenous Services   |
|  | 15-Mar-2018<br>15-Mar-2023  | Restrict hiring to candidates of Indigenous ancestry for the position of Vice President, Indigenous Services   |
|  | 24-May-2018<br>10-May-2023  | Restrict to Indigenous hires for 6 positions in Indigenous Services Division   |
| Métis Provincial Council of British Columbia       | 25-Mar-2020<br>25-Mar-2025  | Preferentially hire qualified individuals who self-identify as Aboriginal (First Nations, Métis or Inuit) for all open positions at Métis Nation British Columbia.                 |
| Microsoft Canada Development Centre                | 25-Mar-2019<br>25-Mar-2024  | Preferential hiring of persons with autism spectrum disorder for the positions listed under the company's Autism Hiring Program.   |

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| Ministry of Education                               | 29-Jul-2016<br>29-Jul-2021 | To collect data on ethnic identity from certified teachers.   |
| NEC Native Education College                        | 01-Sep-2008<br>01-Sep-2023 | Restrict programs and services to Aboriginal peoples and preference to Aboriginal people in hiring.   |
| Nlha'7kapmx Child & Family Services Society         | 31-Jul-2019<br>31-Jul-2024 | Preferential hiring of qualified persons who self-identify as Indigenous for all positions that directly interface with the children and families of the Nlha'7kapmx communities that the Society serves.   |
| North Island College                                | 20-Nov-2014<br>13-Nov-2024 | Hiring restricted to persons of Aboriginal ancestry for the positions: Director, Aboriginal Education. Aboriginal Education Advisors; Faculty, Aboriginal Programming; and Elders.  |
| North Island College                                | 09-Oct-2012<br>05-Oct-2022 | Priority admission to the following number of self-declared Aboriginal applicants: <ul style="list-style-type: none"> <li>• Three in the Bachelor of Science Nursing Program;</li> <li>• Four in the Early Childhood Care and Education program;</li> <li>• Four in Human Service Worker Program;</li> <li>• Four in the Health Care Assistant Program; and</li> <li>• Two in the practical Nursing Program.</li> </ul> |
| Office of the Ombudsperson                          | 16-Jan-2020<br>16-Jan-2025 | Exclusive hire of Indigenous applicant for the position of Indigenous Liaison Officer.  |
| Office of the Representative for Children and Youth | 29-Jun-2017<br>29-Jun-2022 | Restrict hiring within its Indigenous Strategies and Partnership Team to Indigenous applicants.   |
|   | 18-Oct-2017<br>18-Oct-2022 | Restrict hiring to indigenous applicants for most positions until 20% of regular staff are indigenous.  |
| Plea Community Services                             | 07-Nov-2019<br>07-Nov-2024 | Exclusively hire women for all positions that work directly with participants in the Daughters & Sisters Program.   |
|   | 17-Jan-2020<br>17-Jan-2025 | Exclusively hire men for 4 Addiction Support Worker positions in the Waypoint Program.  |
| Provincial Health Services Authority (PHSA)         | 08-Dec-2020<br>08-Dec-2025 | Preferential hiring of persons who self-identify as Indigenous (status and non-status First Nations, Metis and Inuit) for positions in the Indigenous Health Department.  |

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|                                       | 26-Apr-2021<br>26-Apr-2026                    | Preferential hiring of self-identified First Nations (status/non-status), Inuit and Métis people who have the required academic background and/or experience into the position of Care Coordinator in the Outpatient Psychiatry Department at BC Children's Hospital  |
| RainCity Housing and Support Society  | 19-Jul-2017<br>14-Jul-2022                    | Limit employment and tenancy at Budzey and Vivian Transitional Housing to women, transgendered and gender diverse people.   |
| Rise Women's Legal Centre             | 20-Mar-2019<br>20-Mar-2024                    | Legal Services restricted to self-identified women.   |
| School District 22 (Vernon)           | 12-Apr-2021<br>12-Apr-2026                    | Preferential hiring of applicants with self-identified Indigenous ancestry for all positions in the school district.  |
| School District 23 (Central Okanagan) | 19-Dec-2003<br>08-Feb-2024                    | Hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Student Advocate, Aboriginal Cultural Facilitator, Aboriginal Cultural Assistant, Okanagan Language Instructor and Aboriginal Cultural Presenter.   |
| School District 23 (Central Okanagan) | 28-Sept-2011<br>09-Jun-2021                   | Preferential hiring for teachers with Aboriginal ancestry.  |
| School District 28 (Quesnel)          | 16-Dec-2008<br>07-Jan-2024                    | Restrict hiring to persons of Indigenous ancestry for a number of positions within its Aboriginal Education Department including: Aboriginal Teachers, Aboriginal Education Support Workers and Aboriginal Youth Care Workers. 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 34 (Abbotsford)       | 16-Jan-2020<br>16-Jan-2025                    | Restrict hiring to persons with disabilities for six (6) Custodian Assistant positions within its Facilities Department.  |
| School District 35 (Langley)          | 17-Jul-2014<br>15-Nov-2024                    | Preferential hiring of persons of Aboriginal ancestry for the positions of Aboriginal Support Worker, District Teacher (Aboriginal Program) and Aboriginal Learning Support Teacher.  |
| School District 36 (Surrey)           | 10-Mar-1999<br>14-Jun-2024<br><br>22-Mar-2019 | Restrict advertising and hiring to people of Aboriginal ancestry for 1 Director of Instruction, 1 District Vice Principal, 10 Teachers and 45 Support Workers in the Aboriginal Education Program.  |

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|   | 22-Mar-2024                | 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 Schools under the Settlement Program, to a maximum of 25 positions. |
| School District 38 (Richmond)                 | 16-Mar-2021<br>16-Mar-2026 | Preferential hiring of teachers and associated professionals who self-identify as Aboriginal, as well as layoff protection, if needed, for teachers and associated professionals who self-identify as Aboriginal.   |
| School District 39 (Vancouver)                | 16-Aug-2019<br>16-Aug-2024 | Preferentially hire persons of Aboriginal ancestry for positions within the Indigenous Education Department to create or exceed parity in proportion to Aboriginal educators and Aboriginal students in the District. Restrict hiring to a person of Aboriginal ancestry for the position of Indigenous Education Worker.   |
| School District 40 (New Westminster)          | 16-Mar-2021<br>16-Mar-2026 | Preferential hiring of persons who self-identify as Indigenous for the position of District Aboriginal Education Teacher.   |
| School District 41 (Burnaby)                  | 20-May-2021<br>20-May-2026 | Indigenous equity hiring program.   |
| School District 42 (Maple Ridge-Pitt Meadows) | 24-Nov-2003<br>14-Dec-2023 | Preferential hiring to persons of Aboriginal ancestry for the following positions: Aboriginal Resource Teacher, Aboriginal Support Worker, Aboriginal Cultural Worker and Aboriginal Child Care Worker.   |
| School District 43 (Coquitlam)                | 01-Oct-2002<br>31-May-2023 | Hiring restricted to persons of Aboriginal ancestry for positions of Youth Workers in the Aboriginal Program.   |
| School District 43 (Coquitlam)                | 24-Jun-2011<br>14-Sep-2021 | 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 48 (Sea to Sky)               | 09-Apr-2014<br>15-Nov-2024 | Discretionary hiring to attract and retain qualified teachers of Aboriginal ancestry, to a maximum of 43 positions.   |
| School District 50 (Haida Gwaii)              | 10-Feb-2021<br>10-Feb-2026 | Preferential hiring of new staff with Haida and/or other Indigenous ancestry who have demonstrated knowledge and experience of Haida culture.   |

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| School District 52<br>(Prince Rupert)             | 16-Mar-2021<br>16-Mar-2026  | Preferential hiring and layoff protection for persons of Aboriginal ancestry for any positions that come available or are created under Aboriginal education target funds. |
| School District 53<br>(Okanagan<br>Similkameen)   | 12-Apr-2021<br>12-Apr-2026  | Restrict hiring of Indigenous Advocates to candidates of self-identified Indigenous ancestry.  |
| School District 54<br>(Bulkley Valley)            | 10-Apr-2019<br>10-Apr-2024  | Preferential hiring to persons who self-identify as Aboriginal for an Aboriginal Education Worker position.  |
| School District 57<br>(Prince George)             | 07-Dec-2018<br>07-Dec-2023  | Preferential hiring for a number of positions in the Aboriginal Education Department.  |
| School District 61<br>(Greater Victoria)          | 31-Aug-2018<br>01-Sept-2023 | Hiring preference to persons of Aboriginal ancestry in the position of District Principal/District Coordinator, Aboriginal Education Department.                           |
| School District 63<br>(Saanich)                   | 28-Oct-1998<br>07-Dec-2023  | Hiring preference for persons of First Nations ancestry for the positions of First Nations Support Teachers and First Nations Education Assistants.                        |
| School District 69<br>(Qualicum)                  | 18-Oct-2013<br>15-Mar-2024  | Preferential hiring to persons of First Nations, Métis and Inuit ancestry for one teaching position and seven Indigenous Home School Liaison Workers.                      |
| School District 71<br>(Comox Valley)              | 10-Feb-2016<br>16-Mar-2026  | Preferential/restricted hiring of persons who self-identify as Indigenous for specific positions in the Indigenous Education program.                                      |
| School District 74<br>(Gold Trail)                | 26-Apr-2021<br>26-Apr-2026  | Preferential hiring of self-identified Indigenous candidates for all positions across the organization.  |
| School District 82<br>(Coast Mountains)           | 07-Jan-2008<br>08-Apr-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<br>(North<br>Okanagan/Shuswap) | 07-Dec-2016<br>07-Dec-2021  | Preferential hiring to candidates of Aboriginal ancestry for clerical support positions in the District's Aboriginal Education Program.                                    |
| School District 91<br>(Nechako Lakes)             | 27-Jul-2007<br>15-Mar-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.   |

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| Simon Fraser University                           | 13-Dec-2018<br>13-Dec-2023 | Preferential hiring of a scholar for a tenure-track position in the Faculty of Health Sciences to a candidate who self-identifies as Indigenous.   |
| Seyem' Qwantlen Business Group                    | 15-Feb-2015<br>15-Feb-2023 | Preferential hiring to persons of Aboriginal ancestry in all jobs, including on-call and casual positions for a period of three years.   |
| Strathcona Regional District                      | 10-Feb-2021<br>10-Feb-2026 | Preferential hiring of qualified persons who self-identify as Indigenous for the First Nations Coordinator position.   |
| Thompson Rivers University                        | 30-Jun-2016<br>30-Jun-2021 | Restrict hiring to a person of Aboriginal descent for the position of Assistant Professor/Lecturer in Indigenous Journalism.   |
| TRIUMF  | 04-Feb-2020<br>04-Feb-2025 | Preferential hiring of women in the following positions in order to achieve a representation rate of 30%. Board Appointed Research Scientists, Staff Scientists, Engineers, Infor Systems & Technology, Technicians/Technologists, Postdocs, Graduate Students and Faculty Joint Appointments. |
| Tsimshian Alliance                                | 30-Sep-2016<br>30-Sep-2021 | Restrict hiring for an Executive Director position to persons of Indigenous culture and heritage, with preference given to a qualified Tsimshian candidate.  |
| University of British Columbia                    | 03-Jul-2019<br>03-Jul-2024 | 12 Canada Research Chair program positions.  |
| University of Victoria, Employment Equity Program | 24-Jan-2002<br>29-Sep-2021 | Approval of Employment Equity Program.   |
| Vancouver Coastal Health                          | 23-Jan-2017<br>23-Jan-2022 | 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.   |
|   | 05-Sep-2019<br>05-Sep-2024 | Exclusively hire gay men for one counsellor position in the Vancouver Addictions Matrix Program.   |
|   | 26-Mar-2021<br>26-Mar-2026 | Preferential hiring of self-identified Indigenous applicants for the position of Indigenous Cultural Youth Care Worker   |
| Vancouver Island University                       | 28-Feb-2014<br>18-Mar-2024 | Allow preferential hiring to persons of Aboriginal ancestry for position of Education Advisor, Services for Aboriginal Students – Nanaimo Campus   |

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|                          | 26-Mar-2021<br>26-Mar-2026 | Restrict hiring to persons of Aboriginal ancestry for a Counsellor position, Services for Aboriginal Students, Nanaimo Campus.  |
|                          | 16-May-2017<br>17-May-2022 | Preferential hiring to persons of Aboriginal ancestry for the positions of Education Navigators   |
|                          | 10-Dec-2018<br>10-Dec-2023 | Preferential hiring for two positions in VIU's Indigenous/Xwulmuxw Studies Department for persons who self-identify as Indigenous.  |
| Visceral Visions Society | 24-Oct-2019<br>24-Oct-2024 | Limit provisions of the CultureBrew.Art program to self-identified Indigenous or racialized persons.  |
| WAWAW Rape Crisis Centre | 07-Jan-2019<br>07-Jan-2024 | Restrict access of services to trans and cisgender women, Two Spirit, trans and non-binary people. Restrict access of Specialized Services to persons who are trans-identified. Restrict hiring to trans-identified people for positions which provide Specialized Services to self-identified trans clients. |

**Revised May 20, 2021**