

Special programs approvals granted

Disclaimer: The description of each Special Program is based on the original application and may use language now considered out dated.

Applicant	Effective dates	Program
BC Centre for Disease and Control	12-Sep-2022 12-Sep-2027	Restrict hiring to persons of Indigenous ancestry for positions in the Chee Mamuk Program.
BC Hydro	12-Sep-2023 12-Sep-2028	Indigenous Evergreen Program designed connect self-identified Indigenous candidates with information about careers at BC Hydro through an evergreen posting. Additional guidance on how to navigate the hiring process is provided, but the program does not include preferential hiring provisions.
BCGEU	17-Dec-2021 17-Dec-2026	Exclusive hiring of BIPOC candidates for practicum positions and preferential hiring of BIPOC candidates in the Field Services Department.
BCIT	17-Nov-2021 17-Nov-2026	Restrict eligibility for a pilot educational program to diverse groups of marginalized women.
BC Lottery Corporation	10-Sep-2024 10-Sep-2029	Preferentially hire candidates who self-identify as Indigenous during the application process for Customer Service Associate positions.
BC's Office of the Human Rights Commissioner	01-Apr-2021 01-Apr-2026	Exclusive hiring of Indigenous candidates for the position of Indigenous Strategist.
BC Transit	02-Jun-2022 02-Jun-2027	Preferential hiring of a self-identified Indigenous applicant for the position of Manager, Indigenous Relations
Belle Construction	17-Aug-2019 17-Aug-2024	Restrict hiring to female tradespersons.
Burnaby Public Library	22-Nov-2021 22-Nov-2026	Preferential hiring of candidates who self-identify as Indigenous, Black or a person of colour (BIPOC) for all exempt positions.
CMHA	27-Jul-2023 27-Jul-2028	Providing 5 days of paid cultural leave each year to non-unionized Indigenous employees.
Camosun College	26-Mar-2021 26-Mar-2026	Preferential and/or limited hiring of Indigenous applicants for selected faculty and staff positions on a case-by-case basis.
	25-Jan-2022 25-Jan-2027	Priority ranking and waitlisting of Indigenous student applicants for health programs.
Capilano University	10-Feb-2021 10-Feb-2026	Exclusive hiring of Aboriginal candidates into specialized positions and course assignments throughout the institution.

Capital Regional District	24-Feb-2022 24-Feb-2027	Preferential hiring of people who self-identify as having local First Nations ancestry for three auxiliary positions.
Catherine White Hollman Wellness Centre	26-Mar-2021 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.
Community Legal Assistance Society	14-Dec-2022 14-Dec-2027	Exclusive hiring of an Indigenous applicant for the role of Indigenous Lawyer.
College of New Caledonia	07-Dec-2009 02-Jan-2025	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”.
	12-Feb-2020 12-Feb-2025	Limit access to the College’s Aboriginal Centres and the services it offers through the Centres to Indigenous persons only.
College of Pharmacists of BC	20-Aug-2024 20-Aug-2029	Preferentially recruit self-identified Indigenous people until representation targets have been met for excluded positions (non-unionized roles).
College of the Rockies	14-Sep-2021 14-Sep-2026	Preferential hiring of persons who self-identify as Indigenous for positions on the Indigenous Education team.
Community Living BC	21-Jun-2021 21-Jun-2026	Exclusive hiring of candidates who self-identify as Indigenous for roles within the Indigenous Relations Department.

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Covenant House	17-Jul-2014 25-Oct-2025	Restrict advertising and hiring for a total of 78 positions to persons of female gender, over the term of the approval.
Cowichan Women Against Violence Society	30-Jul-2024 30-Jul-2029	Preferential hiring of self-identified Indigenous candidates, with the goal of increasing representation of self-identified Indigenous staff to 20 percent.
Directors Guild of Canada	28-Oct-2019 28-Oct-2024	Operate a searchable database of voluntary information about individual directors' protected characteristics for the purpose of facilitating hiring of diverse directors in BC's film and television industry.
	10-Feb-2023 10-Feb-2028	Initiative to provide information to employers on the identity characteristics of DGC BC Members and Permittees to increase hiring of diverse candidates.
District of Kitimat	20-Jun-2023 20-Jun-2028	Preferential hiring of persons who self-identify as Indigenous for five years, or until such a time a representation target proportional to the population of Kitimat is met.
Emily Carr University of Art & Design	26-Mar-2020 26-Mar-2025	Restrict hiring to either an Indigenous or racialized candidate that possesses the qualifications for the position of Vice Provost, Students.
	10-Feb-2021 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.
Film Industry Unions	18-Mar-2024 18-Mar-2029	Joint application from the British Columbia and Yukon Council of Film Unions ("BCCFU"), the Canadian Affiliates of the Alliance of Motion Picture and Television Producers ("AMPTP"), and the Canadian Media Producers Association – BC Producers Branch ("CMPA-BC") to increase diversity in British Columbia's film industry by facilitating access to employment and training opportunities for persons from traditionally under-represented groups, specifically targeting applicants who self identify being: Indigenous; Black; a Person of Colour; a person living with a disability (or disabilities); LGBTQ2SAI+ (and Gender non-conforming); and Women.
First Nations Education Steering Committee Society	12-Dec-2012 07-Sep-2028	Preferential hiring of persons of First Nations ancestry who meet the qualifications and skill requirements for FNEESC positions.
Fraser Health Authority	07-Aug-2019 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.
hcma Architecture + Design	19-Aug-2024 19-Aug-2029	Exclusively contract 10 self-identified individuals (age 19+) with lived experience of disability (seeing, hearing, mobility, flexibility, dexterity, and/or

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		pain) as panel members who will contribute their lived experience expertise to internal and external firm projects.
Kwantlen Polytechnic University	17-Feb-2022 17-Feb-2027	Preferential hiring of self-identified Indigenous applicants for 10 faculty positions, 5 administrative positions, and 7 staff positions.
IATSE Local 891	27-Oct-2023 27-Oct-2028	Preferential hiring, training and advancement of persons who self identify as Indigenous, Black, a Person of Colour, a person living with a disability (or disabilities), and LGBTQ2SAI+ (and Gender non-conforming), to increase the representation of these traditionally under-represented groups in British Columbia's film industry.
ICBC	23-Nov-2023 23-Nov-2028	Preferential hiring of persons with disabilities and of people who self-identify as Indigenous.
Indigenous Perspectives Society	07-Mar-2022 07-Mar-2027	Preferential hiring of individuals who self-identity as Indigenous for all positions.
Interior Health	20-Apr-2022 20-Apr-2027	Preferential hiring of self-identified Aboriginal candidates for all excluded positions across the organization.
Lake O'Hara Lodge	18-Mar-2024 18-Mar-2029	Preferential hiring of youth that are underrepresented in the labour market, including applicants who voluntarily self identify as being Black youth, racialized youth, Indigenous youth, and 2SLGBTQI+ youth.
Legal Aid BC	04-Oct-2007 02-Nov-2027	Restrict hiring for the position of Manager, Indigenous Services to a self-identified Indigenous person.
	16-Jan-2018 27-Feb-2028	Preferential hiring of self-identified Indigenous candidates for all Aboriginal Community Legal Worker positions throughout BC
	26-May-2023 26-May-2028	Preferential hiring to persons of Aboriginal background for the Coordinator, Indigenous Services
	17-Mar-2023 17-Mar-2028	Restrict hiring to candidates of Indigenous ancestry for the position of Vice President, Indigenous Services
	24-May-2018 03-Oct-2028	Restrict to Indigenous hires for 6 positions in Indigenous Services Division
Lululemon Athletica	17-Nov-2021 17-Nov-2026	Preferential hiring of members of racialized groups until representation targets have been met.
Métis Provincial Council of British Columbia	25-Mar-2020 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.

Metro Vancouver	17-Mar-2023 17-Mar-2025	Preferential hiring of two Senior Policy Analysts who self-identify as Indigenous.
Mission Association for Community Living	24-Feb-2022 24-Feb-2027	Restrict hiring for 7 positions to self-identified women in order to provide support to an individual with unique needs.
Nlha'7kapmx Child & Family Services Society	31-Jul-2019 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 13-Nov-2024	Hiring restricted to persons of Indigenous ancestry for a series of specific positions.
North Island College	09-Oct-2012 16-Nov-2027	Priority admission to self-identified Indigenous students in select programs.
Office of the Ombudsperson	17-Jun-2024 17-Jun-2029	Exclusive hire of Indigenous applicants for positions in the Indigenous Initiatives Team.
Office of the Representative for Children and Youth	18-Oct-2017 16-Nov-2027	Restrict hiring to self-identified Indigenous applicants for most positions until a target of 25% of regular staff is reached.
Our Place Society	10-Jun-2024 10-Jun-2029	Restricted hiring of self-identified women applicants for front-line and support roles working with women in the long-term recovery program.
Plea Community Services	07-Nov-2019 07-Nov-2024	Exclusively hire women for all positions that work directly with participants in the Daughters & Sisters Program.
	17-Jan-2020 17-Jan-2025	Exclusively hire men for 4 Addiction Support Worker positions in the Waypoint Program.
Provincial Health Services Authority (PHSA)	08-Dec-2020 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.
	26-Apr-2021 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
	14-Sep-2021 14-Sep-2026	Preferential hiring for applicants of self-identified Indigenous ancestry for seven positions in the Indigenous Health Services at BC Women's & Children's Hospitals

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	02-Jun-2022 02-Jun-2027	Preferential hiring of self-identified Indigenous people into regular and developmental roles in BC Emergency Health Services.
	27-Jul-2022 27-Jul-2027	Preferential hiring of applicants spanning all fields of practice who self-identify as Black, Indigenous, People of Colour, or transgender for positions that are excluded (non-unionized).
Public Guardian and Trustee of BC	16-Aug-2024 16-Aug-2029	Conduct preferential and exclusive hiring of applicants who self identify as Indigenous until representation of employees better matches the Indigenous population served in each program area – Children and Youth, Adults, and Estates.
Rise Women’s Legal Centre	20-Mar-2019 12-Jul-2029	Legal Services restricted to self-identified women and gender diverse people.
Royal Roads University	26-May-2023 26-May-2028	Preferential and limited hiring of self-identified Indigenous people, visible minorities, and persons with disabilities for various positions, including faculty roles, staff roles across various departments, and Canada Research Chairs.
School District 22 (Vernon)	12-Apr-2021 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 18-Mar-2029	Preferential hiring of self-identified Indigenous candidates for the positions of Indigenous Student Advocate, Indigenous Cultural Coordinator, Indigenous Cultural Assistant, Indigenous Cultural Presenter, Indigenous Wellness Worker, Indigenous Lead Advocate, and Okanagan Language Instructor.
School District 23 (Central Okanagan)	28-Sept-2011 04-Jun-2026	Preferential hiring for teachers with Aboriginal ancestry.
School District 28 (Quesnel)	16-Dec-2008 27-Jun-2029	Restricted hiring to persons of Indigenous ancestry for the positions of Aboriginal Education Teachers, Indigenous Education Support Workers, Indigenous Youth Care Worker, continuing teaching position, Express Bus Driver for ?Esdilagh First Nation to Quesnel District Schools, and Indigenous Nazko Express Bus Driver.
School District 34 (Abbotsford)	16-Jan-2020 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 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 20-Aug-2029	Restrict hiring to people who self-identify as Indigenous for one Indigenous District Principal, 25 Teachers and 65 Support Workers within the Indigenous

	22-Mar-2019 27-Jun-2029	Learning Department. Preferentially hiring candidates who are a member of a rights holder First Nation where an educational program is located on a rights holder's territory. Restricted hiring under the Welcome Centre program to people with specific linguistic and cultural backgrounds to provide multicultural supports for newcomers. .
	17-May-2023 17-May-2028	Preferential hiring of applicants who self-identify as being from racialized groups, such as Black, Indigenous, or other persons of colour, for two Racial Equity Helping Teachers positions to lead programs in education and training on racial equity, anti-racism, and diversity.
	27-Jul-2023 27-Jul-2028	Preferential hiring of self-identified Indigenous applicants for Early Childhood Educator (ECE) positions in the Indigenous early learning program.
School District 37 (Delta)	20-May-2022 20-May-2027	Preferential hiring of candidates who self-identify as Indigenous for all positions within the School District until the proportion of Indigenous employees matches the proportion of Indigenous students.
School District 38 (Richmond)	16-Mar-2021 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 24-Sep-2029	Preferentially hire candidates who self-identify as Indigenous for positions within its Indigenous Education Department to create or exceed parity on the proportion of Indigenous educators and students in the School District; and restrict hiring for Indigenous Education Worker positions to self-identified Indigenous candidates.
School District 40 (New Westminster)	16-Mar-2021 16-Mar-2026	Exclusive hiring of self-identified Indigenous applicants for teaching positions supported by targeted funding for Aboriginal Education programs and preferential hiring of self-identifying Indigenous applicants for all other teaching positions until a target of three percent representation is achieved.
School District 41 (Burnaby)	20-May-2021 20-May-2026	Indigenous equity hiring program.
School District 42 (Maple Ridge-Pitt Meadows)	24-Nov-2003 27-Oct-2028	Preferential hiring of persons of self-identified Indigenous ancestry for positions in the Aboriginal Education Department.
School District 43 (Coquitlam)	01-Oct-2002 27-Jul-2028	Hiring restricted to persons of Aboriginal ancestry for positions of Youth Workers in the Aboriginal Program.
School District 43 (Coquitlam)	24-Jun-2011 22-Oct-2026	

		Preferential hiring of self-identified Indigenous applicants into teaching positions until such time as the percentage of Indigenous teachers is equal to the percentage of Indigenous students in the District.
School District 45 (West Vancouver)	24-Sep-2021 24-Sep-2026	Preferential hiring of persons of Indigenous ancestry for the positions of Indigenous Success Teacher or Indigenous Youth Worker.
School District 48 (Sea to Sky)	09-Apr-2014 19-Apr-2027	Preferential hiring of candidates who self-identify as Indigenous, LGBTQIA2S+, a member of a visible minority, or a person with a disability for all positions until the proportion mirrors that of the general population based on census data.
School District 50 (Haida Gwaii)	10-Feb-2021 10-Feb-2026	Preferential hiring of new staff with Haida and/or other Indigenous ancestry who have demonstrated knowledge and experience of Haida culture.
School District 52 (Prince Rupert)	16-Mar-2021 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 (Okanagan Similkameen)	12-Apr-2021 12-Apr-2026	Restrict hiring of Indigenous Advocates to candidates of self-identified Indigenous ancestry.
School District 54 (Bulkley Valley)	10-Apr-2019 10-Apr-2024	Preferential hiring to persons who self-identify as Aboriginal for an Aboriginal Education Worker position.
School District 58 (Nikola Similkameen)	27-Jul-2023 27-Jul-2028	Preferential hiring of self-identified Indigenous applicants for Teacher and Education Support positions.
School District 60 (Peace River North)	12-Sep-2022 12-Sep-2027	Preferential hiring of self-identified Indigenous applicants for positions related to Indigenous Education programs.
School District 61 (Greater Victoria)	18-Jul-2022 18-Jul-2027	Preferential hiring of Indigenous applicants for all positions funded to support Indigenous Students and preferential hiring of Indigenous and Racialized applicants for continuing teaching contract positions.
School District 63 (Saanich)	28-Oct-1998 06-Sep-2029	Preferentially hire staff of Indigenous ancestry.
School District 64 (Gulf Islands)	11-Jun-2024 11-Jun-2029	Preferential hiring of self-identified Indigenous candidates for all teaching positions until it achieves a target of 10 per cent Indigenous representation.
School District 67 (Okanagan Skaha)	10-Jan-2023 10-Jan-2027	Preferential hiring of self-identified Indigenous applicants for all positions until the proportion matches the that of Indigenous students
School District 71 (Comox Valley)	10-Feb-2016 16-Mar-2026	Preferential/restricted hiring of persons who self-identify as Indigenous for specific positions in the Indigenous Education program.

School District 73 (Kamloops-Thompson)	27-Jul-2023 27-Jul-2028	Preferential hiring of applicants with self-identified Indigenous ancestry for District Principal of Aboriginal Education and ABLE Program Lead.
School District 74 (Gold Trail)	26-Apr-2021 26-Apr-2026	Preferential hiring of self-identified Indigenous candidates for all positions across the organization.
School District 75 (Mission)	24-Aug-2021 24-Aug-2026	Preferential hiring of self-identified Indigenous applicants for four teaching positions.
School District 79 (Cowichan Valley)	23-Aug-2022 23-Aug-2027	Preferential hiring of self-identified Indigenous applicants for all teaching positions.
School District 83 (North Okanagan/Shuswap)	24-Aug-2021 24-Aug-2026	Preferential hiring of self-identified applicants of Indigenous ancestry for Indigenous education worker positions.
School District 84 (Vancouver Island West)	02-Nov-2022 02-Nov-2027	Preferential hiring of self-identified applicants of First Nations ancestry for all positions until the proportion of employees equals the proportion of self-identified First Nations students.
Simon Fraser University	24-Sep-2021 24-Sep-2026	Restrict recruitment and hiring for the position of Director, Indigenous Student Services to candidates who self-identify as Indigenous.
	21-Jun-2023 21-Jun-2028	Restrict recruitment and hiring for at least 15 faculty positions and 15 staff positions to self-identified Black candidates.
	27-Jul-2023 27-Jul-2028	Restrict recruitment and hiring for at least 15 staff positions to self-identified Indigenous candidates.
Sprott Shaw College	23-Jul-2024 23-Jul-2029	Preferential and limited hiring of self-identified Indigenous people, visible minorities, women, 2SLGBTQ+ and persons with disabilities for various positions, including teaching roles and staff roles across multiple departments.
Strathcona Regional District	10-Feb-2021 10-Feb-2026	Preferential hiring of qualified persons who self-identify as Indigenous for the First Nations Coordinator position.
	23-Jul-2024 23-Jan-2027	Preferential hiring of a self-identified Indigenous candidate for the Emergency Services Indigenous Engagement Coordinator position.
Surrey (City of)	23-Nov-2023 23-Nov-2028	Exclusive hiring of self-identified Indigenous applicants for the role of Indigenous Programs Coordinator.
Surrey Public Library	20-May-2022 20-May-2027	Exclusive hiring of a self-identified Indigenous candidate for the position of Indigenous Services Coordinator.

TransLink (with Coast Mountain Bus Company)	05-Jun-2023 05-Jun-2028	Alternative hiring and recruitment pathway created for women, including trans women, and non-binary applicants to increase the gender diversity of their operator workforce.
TRIUMF	04-Feb-2020 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.
University of British Columbia	23-Jul-2024 23-Jul-2029	Appointment of Canada Research Chair program positions.
	21-Jun-2021 21-Jun-2026	Exclusive hiring of a female biology profession at UBC Okanagan.
	10-Jan-2022 10-Jan-2027	Restrict eligibility for a research experience program to students from equity deserving groups.
	17-Dec-2021 17-Dec-2026	Exclusive hiring of self-identified Black applicants for a staff positions in the Beyond Tomorrow Scholars Program.
	16-Mar-2022 16-Mar-2027	Preference for individuals who self-identify as Indigenous or racialized for six faculty positions in the School of Architecture and Landscape Architecture.
	16-Mar-2022 16-Mar-2027	Exclusive hiring of self-identified women or non-binary people, with preference to those who self-identify as disabled, racialized, and/or Indigenous for positions in the Department of Biochemistry.
	12-May-2022 12-May-2024	Restrict participation in the Community Based Work Learn Program to students who self-identify and/or as having a disability.
	23-Aug-2022 23-Aug-2025	Exclusive hiring of a self-identified Black candidate for the position of Black Student Success Coordinator at UBC Okanagan.
	12-Sep-2022 12-Sep-2024	Exclusive hiring of a women or non-binary candidate for a tenure-track Assistant Professor position specializing in Political Theory.
	02-Nov-2022 02-Nov-2027	Exclusive hiring of individuals who self-identify as racialized, Indigenous, disabled and/or non-binary for general faculty positions at the UBCO School

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	17-Mar-2023 17-Mar-2026	of Health and Exercise Sciences, and those who additionally self-identify as women for physiology research positions. Exclusive hiring of self-identified people with disabilities, Indigenous people, racialized people, women, and people with minoritized sexual orientations or gender identities for two Assistant Professors positions in Nanomedicine and Chemical Biology.
	07-Sep-2023 07-Sep-2028	Exclusive hiring of self-identified Black applicants for up to 28 full-time faculty positions over a seven-year period, or until such time as Black faculty representation reaches that of Black professors available in Canada.
University of Northern British Columbia	06-Sep-2024 06-Sep-2029	Exclusively hire a self-identified Indigenous candidate for a full-time, tenured faculty position within the Faculty of Indigenous Studies, Social Sciences and Humanities.
University of the Fraser Valley	17-Dec-2021 17-Dec-2026	A series of preferential and exclusive hiring initiatives targeting Indigenous applicants across all departments.
University of Victoria	24-Jan-2002 29-Sep-2027	Exclusive and preferential hiring of self-identified Indigenous people, women, persons of Black/African/Caribbean descent, members of a visible minority, people with diverse gender identities, and persons with disabilities for all employee positions including faculty, librarians, leadership, and staff positions.
University of Victoria Students' Union	18-Jul-2022 18-Jul-2027	Restricting hiring of positions in UVSS' advocacy groups to self-identified individuals from their respective communities.
Vancity Credit Union	22-Oct-2021 10-Feb-2028	Recruitment and professional development program restricted to self-identified BIPOC and transgender applicants.
Vancouver Coastal Health	23-Jan-2017 21-Jun-2027	Restrict hiring to women, including trans women for positions within the Women's Intensive Case Management Team
	05-Sep-2019 05-Sep-2024	Exclusively hire gay men for one counsellor position in the Vancouver Addictions Matrix Program.
	26-Mar-2021 26-Mar-2026	Preferential hiring of self-identified Indigenous applicants for the position of Indigenous Cultural Youth Care Worker.
	04-Jun-2021 04-Jun-2026	Restrict hiring for specific clinical staff positions in the Sisters Together Active in Recovery (STAR) program to self-identified women applicants.
	24-Feb-2022 24-Feb-2027	Preferential hiring of self-identified Indigenous applicants for the role of Indigenous Peer Advocate.

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	28-Nov-2022 28-Nov-2027	Preferential hiring of self-identified trans, gender-diverse, two-spirit or non-binary candidates to two positions.
Vancouver Island University	28-Feb-2014 18-Mar-2024	Allow preferential hiring to persons of Aboriginal ancestry for position of Education Advisor, Services for Aboriginal Students – Nanaimo Campus.
	26-Mar-2021 26-Mar-2026	Restrict hiring to persons of Aboriginal ancestry for a Counsellor position, Services for Aboriginal Students, Nanaimo Campus.
	22-Nov-2021 22-Nov-2026	Limited or preferential hiring for instructional faculty positions from the following equity deserving groups: Indigenous peoples; Racialized Persons; Persons with disabilities; Persons identifying as 2SLGBTQ+; and Women up to a maximum of 25 positions
Vancouver Parks Board	24-Feb-2024 24-Feb-2027	Exclusive hiring of 2SLGBTQ and 2STGD people for two positions in a recreation and community development setting.
	31-Jan-2024 31-Jan-2029	Exclusive hiring a self-identified Indigenous person for the role of Community Youth Worker.
Victoria (City of)	23-Jul-2024 23-Jul-2029	Inclusive Municipal Program for Advancing Careers and Training (IMPACT), an annual work experience program that will target recruitment of equity-deserving groups.
Visceral Visions Society	24-Oct-2019 24-Oct-2024	Limit provisions of the CultureBrew.Art program to self-identified Indigenous or racialized persons.
WAVAW Rape Crisis Centre	07-Jan-2019 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.

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