

**VOLUNTARY ABORIGINAL STAFF SELF-IDENTIFICATION POLICY****1. Rationale**

- 1.1 The Ministry of Education's Ontario First Nation, Métis and Inuit Educational Policy Framework identifies the goal of a high level of student achievement, and outlines "a significant increase in the number of First Nation, Métis, and Inuit teaching and non-teaching staff in school boards across Ontario" as one of the performance measures for attaining that goal.

*(Source: Ontario Ministry of Education, Ontario First Nation, Métis, and Inuit Education Policy Framework, 2007)*

- 1.2 In an effort to support and ensure continued student success gathered from the Voluntary Aboriginal Student Self-Identification data, Lakehead District School Board invites employees and applicants to participate in voluntary self-identification. Lakehead District School Board believes that Aboriginal staff could volunteer as mentors, share their culture and help foster an environment where Aboriginal students can reach a high level of achievement. Voluntary self-identification would also provide the Board baseline data of the number of Aboriginal staff currently employed. Data will be used to improve services to students and programs for staff.

*(Source: Algoma District School Board, 2012)*

**2. Policy**

Lakehead District School Board recognizes that it serves a diverse population and is committed to making education meaningful, responsive to, and inclusive of, Aboriginal heritage of our staff and students.

- 2.1 It is the policy of Lakehead District School Board to invite staff and applicants to the Board an opportunity to voluntarily self-identify as being of Aboriginal ancestry (First Nations, Métis, or Inuit).
- 2.2 Personal information will be kept confidential, in accordance with the Provincial Freedom of Information and Protection of Privacy Act (FIPPA) and protected and governed by the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), R. S. O. 1990 C. M56, unless individuals self-identified staff and applicants grant the right to share specific information.

**3. Guiding Principles**

- 3.1 Lakehead District School Board will facilitate strong learning partnerships with Aboriginal staff, students and their families to ensure academic success.
- 3.2 Lakehead District School Board acknowledges and respects Aboriginal culture and history and will seek collaboration with the broader Aboriginal community and their perspectives.

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3.3 Lakehead District School Board is committed to an inclusive educational environment that promotes equity of opportunity. All schools will be reflective of and responsive to the diverse and unique cultures of their communities.

4. Review

This policy shall be reviewed in accordance with Policy Development and Review Policy 2010.

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<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
<b>Employment Equity Policy 7020</b>	June 25, 2013	_____
<b>Aboriginal Education Advisory Committee 8061</b>		
<b>Volunteer Student Self- Identification 8062</b>		
<b>Safe Schools 8070</b>		
	<u>Date Revised</u>	_____
	Reviewed by: _____	

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