
VOLUNTARY ABORIGINAL STAFF SELF-IDENTIFICATION PROCEDURES

8065**1. Policy**

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

- 1.1 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).
- 1.2 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 individual self-identified staff and applicants grant the right to share specific information.

2. Definitions

The following definitions are made without prejudice.

- 2.1 Aboriginal identification refers to the definition in the Constitution Act, 1982, Section 35 (2), as: "In this Act, Aboriginal peoples of Canada include Indian, Inuit and Métis peoples of Canada".

(Source: Constitution Act 1982, Section 35 (2))

- 2.2 "First Nations" peoples include both status and non-status peoples:

- Status refers to peoples registered under the Indian Act of Aboriginal Affairs and Northern Development Canada (AANDC), holding certain rights and benefits that are not available to non-status or Métis people and possessing a registry number with AANDC.
- Non-status refers to peoples who can identify where their ancestral lands are (First Nation or reserve community), who are not registered under the Indian Act of Aboriginal Affairs and Northern Development Canada (AANDC) due to ineligibility registry requirements or who have not applied for their status.

(Sources: Aboriginal Affairs and Northern Development Canada, "Benefits and Rights: Indian Status" 2013 www.aadnc-aandc.gc.ca; Indian Act, Sections 5,6)

- 2.3 "Métis" means a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation ancestry, and is accepted by the Métis Nation.

(Source: Métis National Council, "The Métis" Ottawa, ON: 2011)

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2.4 Inuit is a distinct group of Aboriginal people who have ancestral ties to Northern Canada (Nunavut, Northwest Territories, Northern Quebec and Northern Labrador).

(Source: Aboriginal Affairs and Northern Development Canada, "Inuit" 2013 www.aadnc-aandc.gc.ca; Inuit Tapiriit Kanatami, "Inuit Historical Perspectives" <https://www.itk.ca/about-inuit>)

3. Collection of Information

Voluntary self-identification data will be collected on the Lakehead District School Board Voluntary Aboriginal Staff Self-Identification Form for all current and new employees with the Board commencing in the 2013-2014 school year. (Appendix A).

4. Data Collection, Storage, Access and Usage

4.1 Lakehead District School Board is committed to data collection and assessment practices which are multifaceted, bias-free and culturally and linguistically appropriate.

4.2 All staff data will be collected and securely stored to respect privacy and will be used only as a means to enhance, develop and implement supportive education programs within the Lakehead District School Board.

4.3 All staff data are stored in a staff information management system.

5. Data Protection

Data will be maintained and used in compliance 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.

SCHOOL-COMMUNITY RELATIONS**8065****VOLUNTARY ABORIGINAL STAFF SELF-IDENTIFICATION PROCEDURES****8065**6. Review

These procedures shall be reviewed in accordance with Policy Development and Review Policy 2010.

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