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## AP 4.00 EMPLOYMENT EQUITY

### PURPOSE

Haida Gwaii School District affirms employment equity as a fundamental goal. We are committed to identifying and removing barriers and to achieving fair representation of Indigenous Peoples at all levels of the District. Our students are best served by a workforce that reflects the diversity of the communities we serve and models equity in practice. Substantive equality—not merely treating everyone the same—guides this work.

Equality means treating people the same; equity means providing the supports and accommodations needed to achieve fair access and outcomes. The District is committed to equity—identifying and removing barriers so no person is denied opportunities for reasons unrelated to ability. All employment decisions will be based on bona fide occupational requirements (BFORs) and qualifications.

### PROCEDURES

Haida Gwaii School District is working towards a workforce that reflects the composition of the communities served on Haida Gwaii. Positions arising through attrition and newly created positions will be reviewed with this goal in mind.

The District has established—and continues to refine—a voluntary self-identification process for applicants and employees to indicate Indigenous (First Nations, Métis, Inuit) ancestry. Participation is optional. Information is collected only as authorized and necessary for equity programming, used solely for recruitment, workforce analysis and reporting, safeguarded, and retained/disposed of in accordance with FOIPPA. Collection notices will state purpose, authority, and contact information.

To further these commitments, Haida Gwaii School District will:

- Recruit and retain a diverse workforce representative of qualified candidates from designated groups, while maintaining individual merit and achievement as the primary basis for staffing decisions.
- All employment decisions will be made without discrimination on protected grounds and will be based on individual merit and achievement—skills, knowledge, and abilities relevant to the position—in accordance with s.13 of the B.C. Human Rights Code.
- Regularly review and, where necessary, revise policies and practices to ensure they do not directly or indirectly create barriers to the employment or advancement of Indigenous people and other protected groups.
- Broaden outreach and applicant pools for teaching, administrative, and support roles to reflect the diversity of qualified Indigenous candidates and other under-represented groups consistent with the special program (a lawful, time-limited set of equity measures under the B.C. Human Rights Code designed to remove barriers and remove disadvantage, an equity-based selection consideration when candidates are substantially equal in merit.)
- Identify under-representation of Indigenous people within sectors of the District workforce and develop targeted measures to address gaps.

### References

- *Canadian Charter of Rights and Freedoms*
- *British Columbia Human Rights Act*