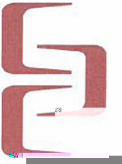


College of New Caledonia

OFFICE OF



A handwritten signature in black ink, appearing to be 'M. J. ...', written over a green horizontal line.

Annual Report December 2018
Human Rights Special Program
College of New Caledonia

This year the College allocated more funding towards Aboriginal Education to complete the Aboriginal Strategic Plan. Facilitators invited all First Nations and Aboriginal partner groups to provide feedback and establish goals for CNC over the next five years. The community feedback has now been compiled into a draft Plan which will be distributed back to the participants to see if it reflects their feedback.

In addition to this, the Communications department created a restricted position for a Recruitment Officer-Aboriginal Students. Working with the existing two Recruitment Officers, this new employee will focus on Aboriginal recruitment which will include visiting Aboriginal communities participating in their career fairs. We are looking forward to having this employee “out there” and visible in the communities to demonstrate CNC’s commitment to Aboriginal Education, and we are currently recruiting to fill this position.

As well, the College moved two part-time instructor positions into base funding. Access instructors in the Aboriginal Centre providing one-on-one tutoring support and their work is consistently prioritized by the students as the highest need. These positions were designated under the Special Program when they were created, but have never been filled by an Aboriginal person. This shows us we must work harder to recruit Aboriginal university graduates who are highly employable. In all, the College allocates approximately \$53,000 to positions relating to Aboriginal programs and services.

The College also celebrated the signing of two Memorandums of Understanding with First Nations partner groups which commit to working together to provide relevant and responsive programs and services to their communities. Cheslatta Carrier Nation and the Aboriginal Housing Society of Prince George both signed MOUs, bringing the total to four. The Prince George campus now

The College is in the process of recruiting key management positions at CNC and the hiring administrators are being asked to carefully review Special Program criteria to consider posting the positions as restricted or preferred. The percentage of Aboriginal students at all campuses remains significant, ranging from 19 to 91% of domestic enrolment.

The College continues to celebrate Aboriginal cultures and inclusion at all campuses, hosting cultural and social events and providing professional development sessions. All campuses offered cultural events and teachings for an entire week in March. Professional development sessions for faculty and support staff took place at various campuses. Elders and community members are included

Addendum: Correction to Annual Report of 2017

In reviewing our numbers, we noted an error in the reporting for 2017; this corrects the 2017 numbers as follows:

- x 16 positions were posted as Restricted or Preferred
- x 3 positions were designated Restricted and 2 of them were filled as of December 2017
- x 13 positions were designated Preferred; 10 positions were filled as of December 2017 and 4 of the 10 were employees of Aboriginal ancestry