

LETTER OF UNDERSTANDING NO. 18

Between

BOARD OF EDUCATION OF SCHOOL DISTRICT NO.63 (SAANICH)

And

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 441
(SAANICH SCHOOL BOARD EMPLOYEES)

RE: Employment Equity – Employees with Indigenous Ancestry

WHEREAS

The Parties acknowledge that employees with Indigenous ancestry are underrepresented in the Saanich School District, and that this under-representation is the result of colonial structures and practices that have limited equity of opportunity.

AND WHEREAS

The Parties acknowledge that there is further work required between the Parties and with the membership through education and consultation to increase understanding.

AND WHEREAS

In the spirit of Truth and Reconciliation, the Parties are committed to specific actions that will redress this under-representation.

NOW THEREFORE WE COMMIT TO:

1. Build awareness and understanding of Indigenous cultures through continued Cultural Competency Training with a foundational focus on Indigenous language, culture and history for all support staff members.
2. Consultation between the Stakeholders in an Employment Equity Committee (EEC) which shall include four (4) representatives from CUPE Local 441, and where reasonably possible with two (2) of the four (4) representatives holding Indigenous ancestry.
 - a. The EEC shall be focused on finding solutions to remove barriers present in achieving employment equity.
 - b. The CUPE 441 and Employer representatives will have further discussions regarding defining of Stakeholders.
 - c. A specific objective of the EEC is to establish an employment equity agreement within the lifespan of the 2022-2025 Collective Agreement, with actions that the parties agree will remove systemic barriers as well as support the equitable representation of support staff members with

- Indigenous ancestry. Such actions may include the implementation of preferential hiring of applicants with self-identified Indigenous ancestry.
- d. All members of the EEC will have completed the Saanich School District's Cultural Competency training prior to the first committee meeting.
 - e. The first meeting of the committee shall take place within ninety (90) days of ratification of the Collective Agreement.

In the event concerns arise through the application or interpretation of this agreement, the parties will meet to find a mutual resolution. This Letter of Understanding may be amended by mutual agreement between the parties.

Agreed to on _____ of _____ by:

Original LOU Document signed by:

FOR THE BOARD:

FOR THE UNION:

Robyn Reid
School District 63

Nola Welsh
CUPE Local 441