

<b>Personnel and Employee Relations</b> <b>7231</b> Personnel Employment: Indigenous Peoples	<b>Administrative Application</b>	
	<b>Last Reviewed /Approved on:</b>	August 14, 2024
	<b>References:</b>	The Education Act, 1995, Sec 198 Diversity, Equity, Inclusion & Accessibility Inspiring Success First Nations and Métis PreK-12 Education Policy Framework Policy 2 – Role of the Director
	<b>Status:</b>	Operational

### Preamble

The Regina Catholic School Division (RCSD) situated on Treaty 4 Territory is an equal opportunity employer. In our community, we seek to learn from and with First Nations and Métis Peoples. In support of the Inspiring Success First Nation and Métis Pre K-12 Education Policy Framework and rooted in our faith teachings, we seek to improve the Education and Employment outcomes for Indigenous People in RCSD.

### Application

1. The Executive Council and designated Catholic Education Centre staff articulate specific staff requirements.
2. An annual recruitment program will be conducted at institutions such as First Nations University of Canada, Gabriel Dumont Institute, Saskatchewan Indian Institute of Technologies and Saskatchewan Urban Native Teachers Education Program. This program should provide information on:
  - a. Catholic education,
  - b. School division goals and initiatives,
  - c. Requirements and qualifications for school division staff
  - d. The interview and hiring process.
3. **Employment Application Process**  
The employment process follows these tracks:
  - a. Candidates make applications directly to the school division. The applicant has the option to self-declare as Indigenous (First Nations, Inuit or Métis).
  - b. The applicant provides references from a recognized Indigenous Community, Organization or Priest:

4. **The Interview Process will be the same for all RCSD candidates.**

The Superintendent of Human Resource Services shall collaborate with the Superintendent of Education Services and the Indigenous Coordinator.