



Voluntary Self-Identification for Indigenous Employees

Background

In 2007, the Ministry of Education introduced the Ontario First Nation, Métis, and Inuit Education Policy Framework. This framework identifies the need “to improve achievement among First Nation, Métis, and Inuit students.” As part of this commitment the Ministry is developing and implementing strategies that facilitate increased participation by Indigenous parents, students, communities, and organizations to work together to support academic success of First Nation, Métis and Inuit students.

Included in the strategies was a voluntary self-identification policy for students and parents.

Current Situation

In an effort to support and ensure this initiative’s success, Superior-Greenstone District School Board now invites employees who may wish to participate in this voluntary self-identification.

Attached to this memorandum is a *Voluntary Self-Identification for Indigenous Employees* form. Please complete the attached form and email it to voluntaryselfid@sgdsb.on.ca. Please do not email your completed form to any other email address.

Our SGDSB Strategic Plan for 2018-2023 indicates Stewardship as one of the themes. One of the indicators of success within this theme includes increasing the number of Indigenous teachers and staff, including both permanent and casual staff.

Baseline data of current Indigenous teachers and staff will help us to assess this indicator as we move forward over the next five (5) years.

We believe that Indigenous staff could act as mentors, share their Indigenous culture and help foster an environment where Indigenous students can reach a high level of achievement.

Voluntary self-identification would provide SGDSB data of the number of Indigenous staff currently employed. As this is voluntary self-identification, employees do not have to participate if they do not wish to do so; however, we do encourage participation in this initiative. All data will be securely stored to respect privacy and used only as a means to enhance Indigenous education programs within Superior-Greenstone District School Board.

To Whom Do I Address Questions or Concerns?

If you have any questions or concerns, please contact Nancy O’Donnell, Indigenous Education Lead, at the Superior-Greenstone District School Board Learning Centre at 807-886-2253 or nodonnell@sgdsb.on.ca.



Voluntary Self-Identification for Indigenous Employees

Should you wish to participate, please scan and return the completed form to the following email address:

voluntaryselfid@sqdsb.on.ca

Thank you.

Name:

Position:

School/Department:

Indigenous Voluntary Self-Identification:

- First Nation
- Métis
- Inuit
- Other (please specify): _____

Are you able to speak an Indigenous Language:

- Yes
- No

Signature

Date