

Number:	RHR-227
Title:	Hiring Procedure for Indigenous Reserved Positions
Person responsible for enforcement:	Vice-Rector, Administration
Entered into force:	June 9, 2021
Approved:	June 9, 2021 by the Board of Governors <i>This document replaces all previous regulations on this subject.</i>
Exception:	No exception to this regulation without prior written authorization from the Board of Governors

In this document, the masculine form is used without prejudice and for conciseness purposes only.

1. Objective

When a position is designated for Indigenous persons, the University must ensure that the person it intends to hire has a genuine connection to their community.

2. Interpretation and application

This procedure shall be read and interpreted in a manner that is consistent and coherent with current and relevant University regulations and policies.

3. Proof of Indigenous identity and connection to an Indigenous community

- a) A letter from a person recognized by Indigenous Peoples (First Nations, Inuit and Métis) who represents:
- a band council;
 - a tribal council;
 - an Inuit beneficiary area;
 - a Métis community council or local;
 - a Métis village or municipal council;
 - a First Nation, Inuit or Métis community organization;
 - an Elder or knowledge keeper as designated or recognized by their community;
 - any other organizational affiliations with which the candidate has worked, volunteered or been involved.

The letter must attest to the Indigenous applicant's personal, family and community identity, abilities, knowledge and experience working with Indigenous peoples.

Letters written by close family members will not be accepted nor considered.

- b) A personal written statement that explains the candidate's reciprocal relationship with and identity within said Indigenous community, and their rationale, reason and motivation for applying for the position.
- c) One of the following documents as proof of Indigenous identity:
- A certified copy of an Indian status card;
 - A certified copy of a Métis Nation citizenship card from one of the five provincial affiliates of the Métis National Council (Métis Nation of Ontario, Manitoba Metis Federation, Métis Nation Saskatchewan, Métis Nation of Alberta, Métis Nation British Columbia);
 - A certified copy of a membership card from one of the Metis Settlements of Alberta or a membership card from the Northwest Territory Métis Nation;

- A certified copy of an Inuit enrolment card issued by any one of the four Inuit modern treaty bodies, namely Nunavut, Nunatsiavut, Nunavik or Inuvialuit;
 - Written confirmation of membership from a federally recognized band;
 - Written confirmation of Métis identity by a Métis local, education or council authority within the Métis Nation homeland recognized by the Métis National Council.
- d) Applicants who do not have one of the documents listed in 3.1 c) above must submit a statement outlining their ongoing relationship to a legally recognized and inherent Indigenous community, nation or people; stating their Indigenous identity with specific information about their First Nation, Inuit or Métis community; and including details on their treaty, scrip, land claim, and territory or region.

3.2 The hiring committee should normally include an Indigenous representative.