

Guideline for Indigenous Involvement in Employee Recruitment

Guideline Sponsor: AVP, People Services & Direct Indigenous Relations & Reconciliation

Guideline Contact: Associate Director, Talent Management

Stakeholders:

the Indigenous communities we serve and aligns with the best practices established with local Indigenous partners

- 1.3 This guideline sets out our commitment to ensuring appropriate involvement from Indigenous communities in hiring positions which require specific Indigenous knowledges and/or lived experience. For a senior leadership position, the criteria for which positions require Indigenous involvement is defined in section 4 of this Guideline
- 1.4 Acknowledging the distinct experiences of Indigenous peoples, the College aims to create an environment where Indigenous voices and perspectives are valued and contribute to the advancement of Indigenous education and community well-being.
- 1.5 This guideline should be used in conjunction with the O O Recruitment Procedure.

2. Scope

This guideline applies to positions that meet the criteria defined in section 4.

3. Some Definitions

Colonization	An intentional process in which Indigenous ways of knowing, being, doing and relating are disrupted by deliberate systemic actions of settlers and settler governments. Within secondary education, colonization privileges settler thought and process are seen as legitimate and superior and displaces other knowledge systems.
Cultural Resurgence	Is a process that enables Indigenous Peoples to retrieve and traditional teachings and practices in contemporary contexts honour and celebrate cultural identities.
Decolonization	The process of deconstructing colonial ideologies that privilege Euro-Western thought and approaches, over Indigenous thought and approaches. The process of creating space for Indigenous approaches to be incorporated into systems and approaches
Indigenous Knowledges	Indigenous knowledges are systems that emerge from and exist through Indigenous relationship and interconnections to specific lands, cultures, and communities. There are multiple Indigenous knowledges.
Indigenization	Indigenization is the process of naturalizing and therefore legitimizing Indigenous knowledge systems and making them evident. The weaving of Indigenous and Euro-Western knowledge systems so that we understand and appreciate both.
Local Indigenous Partners	Individuals recommended by or through the local regional Indigenous Advisory Body and guided by land-based practice
People Services	The e

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Appendix 1

Indigenous Focused Interview Questions	
Question	Ideal Responses would Include:
<p>Leadership/Administration/Executive Interview Questions:</p> <p>Okanagan College is committed to its journey towards Reconciliation with Indigenous peoples in Canada. If you were the successful candidate in this position, can you give some examples of ways you could support that commitment with students, colleagues, processes, or your department?</p>	<ul style="list-style-type: none"> x Examples from 1-2 categories (students, colleagues, etc.) x Examples relevant to each category x Demonstration of knowledge regarding Truth and Reconciliation Calls to Action and/or UNDRIP; significance, up

Indigenous Focused Interview Questions	
Question	Ideal Responses would Include:
How have you sought to understand indigenous perspectives, and participate in opportunities to understand Indigenous culture?	x Evidence of e

Indigenous Focused Interview Questions	
Question	Ideal Responses would Include: strengths-based, solution focused approach; empower students

Appendix 2

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Hiring Competitions

_____ agrees that the [Insert job title] competition and interviews are to be treated as confidential and cannot be disclosed.

All information concerning a candidate must be maintained in confidence, and particular care must be taken to avoid discussion of the competition and any information discussed and exchanged during the interviews with third parties, including relatives, business and professional associates or the media.

All files, documents, or content (whether in paper or electronic form) prepared for and used during the interviews are the property of Okanagan College.

This agreement is not meant to substitute common sense and good judgment.

(Signature)

(Date)

