



AP 441 – REPRESENTATIVE AND CULTURALLY COMPETENT WORKFORCE

BACKGROUND

Saskatoon Public Schools (SPS) recognizes that First Nations, Métis and Inuit people are underrepresented in its workforce. SPS equally recognizes the importance of diverse ethnic groups and their role/importance in a representative workforce; however, First Nations and Métis people are significantly under-represented in relation to the Indigenous student population of the school division.

Focused strategies to build a culturally competent and representative workforce include recruitment, retention, education, partnerships, communication and supplier diversity. These strategies focus on, but are not limited to, First Nations and Métis people.

The purpose of a representative workforce strategy is to promote cultural competency for all students and staff of Saskatoon Public Schools to increase the engagement, achievement and graduation rates of First Nations, Métis and Inuit students.

PROCEDURES

1. The Superintendent of Human Resources will be responsible for the coordination of the representative and culturally competent workforce (RCCWF) strategy.
 - 1.1. The division will establish and maintain a RCCWF committee made up of internal stakeholders.
 - 1.2. The Human Resources department will provide necessary demographic data to inform the work of the RCCWF committee.
2. Recruitment
 - 2.1. Individuals responsible for making hiring decisions will have received training in cultural competency.
 - 2.2. RCCWF staffing panels will be established at the elementary and secondary level and will contact all Indigenous teaching candidates who apply to the division.
 - 2.3. Interview questions and processes will be reviewed annually to ensure an appropriate level of cultural awareness.
 - 2.4. Human Resources personnel and staffing superintendents will engage in proactive relationships with Indigenous educational institutions, including ITEP, SUNTEP, SIIT, First Nations University and others.
3. Retention
 - 3.1. The division will establish an Indigenous Employees Network through representatives of the RCCWF committee.
 - 3.2. Mentorship program for Indigenous leaders will be established.



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4. Education

- 4.1. All employees of the division will receive cultural competency training. This training can take varied forms and can be coordinated through staff development, the First Nations, Inuit and Métis Education Unit or Human Resources.
- 4.2. Leaders in the division will include a cultural competency component in their professional learning plan on an annual basis.

5. Partnerships

- 5.1. The division will promote RCCWF strategies with external partners.
- 5.2. The staff development department will create seats for external partners in division professional development sessions and develop a process to invite participation.

6. Communications

- 6.1. The Communications Manager will develop and implement a RCCWF communications strategy for both internal and external audiences.

7. Supplier Diversity

- 7.1. The Manager of Procurement will create a supplier diversity strategy that will include FNIM ownership and supply chain criteria in tenders.

Reference:

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