



AU2000 - REPRESENTATIVE ABORIGINAL WORKFORCE

1.0 PURPOSE

To further the employment of First Nations, Métis and Inuit within Interior Health's workplace.

2.0 DEFINITIONS

3.0 POLICY

Interior Health recognizes First Nations, Métis and Inuit people should be represented in its workplace and in the health sector in proportion to their potential labour force numbers

Interior Health will work towards achieving the stated purpose of this policy by:

- Promoting First Nations, Métis and Inuit people employment and foster relationships in accordance with the principles contained within partnership agreements such as mutual respect and dignity, open communications, trust, fairness and equity.
- Promoting collaborative human resource strategies and programs, including cultural awareness workshops, and working in partnership with unions and employers to help facilitate the integration of First Nations, Métis and Inuit people into Interior Health and the health sector workplace.
- Collaborate with partners (employers, unions, government, education and training institutes, First Nations, Métis and Inuit organizations) to enhance Aboriginal health care practitioner's human resource capacity.
- Develop and implement human resource measurement and audit protocols to track the progression of the First Nations, Métis and Inuit people into Interior Health workforce.

4.0 PROCEDURES

5.0 REFERENCES

1. British Columbia Transformative Change Accord
2. Interior Health Aboriginal Health and Wellness Plan 2006-2010
3. Interior Health Policy AU2100 Diversity

Policy Sponsor: Vice President, Community Integration	1 of 1
Policy Steward: Aboriginal Health Policy Coordinator	
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