

Joint Committee for the Administration of the 16th Collective Agreement
Memorandum of Agreement
June 9, 2023
Confirmation of Indigenous Identity

Without prejudice or precedent, the Parties agree to the following modification which will remain in effect for the duration of the 16th CA.

Whereas, the MOA on **Advancing Reconciliation and Indigenization** as part of the 16th Collective Agreement establishes a joint Indigenous, Association, and Board Council (IABC);

And whereas, the Parties agree that an issue of national scale has emerged concerning the appropriate processes for Indigenous Identity determination;

The parties agree that confirmation of Indigenous Identity for those claiming Indigenous heritage will be conducted.

As such, the Parties agree to the following revision of Article 3.20

The Parties agree to the principle of employment equity for the following equity deserving groups: Indigenous Peoples; African Nova Scotians; African Canadians; persons with disabilities; visible minorities; women; persons of any minority sexuality, gender identity, or gender expression; and all intersections of these identities; and such other groups as may be specified by federal or provincial employment equity legislation. This principle ensures opportunities in hiring, renewal, tenure, promotion, and appointment to Head and Director positions, for members of the above groups, and ensures that no systemic barriers exist to the full participation of these groups in the workplace of Acadia University.

The Parties agree that in the case of applicants who identify as Indigenous Peoples, Human Resources will solicit a judgment from the two representatives of the Mi'kmaq community on the Indigenous Association and Board Council (IABC), working in consultation with the IABC, to determine the Indigenous status of these applicants.

Paul Abela

Paul Abela (Jun 12, 2023 11:05 ADT)

P. Abela
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Paula Rockwell

Paula Rockwell (Jun 9, 2023 22:05 ADT)

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Christopher Callbeck

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