

SECTION 6: OPERATIONS

Policy 6.48: Voluntary Self-Identification for First Nation, Metis and Inuit Students and Employees

Supporting Policies

Supporting Procedures

[Voluntary Self-Identification for First Nation, Metis and Inuit Students and Employees](#)

Supporting Protocols and Guidelines

Supporting Templates and Forms

[ADSB Employee Indigenous Voluntary Self-Identification Form](#)

Other Resources

[Constitution Act, 1982, Section 35\(2\)](#)

[Freedom of Information Act](#)

ADSB Voluntary Indigenous Student Self-Identification Brochure

Approved by Resolution #038-2007 03 27

Reviewed by Board Resolution # 066-2019 06 11

Revised by Board Resolution #122-2023 11 28

POLICY STATEMENT

The Algoma District School Board will provide the opportunity for all First Nation, Metis and Inuit students/families and employees to voluntarily self-identify. The purpose of voluntary self-identification is to assist with program planning for students and accessing appropriate resources for employees. First Nation, Metis and Inuit identification refers to the definition in the [Constitution Act, 1982, Section 35\(2\)](#), in that “Aboriginal peoples” include “Indian, Inuit, and Metis”.

RATIONALE

A responsive, transparent and accountable policy that focuses on improved programs and services and builds on strong partnerships with First Nation, Metis and Inuit parents and their communities supports the learning aspirations, potential and success of First Nation, Metis and Inuit students and staff. It supports both student achievement and the creation of safe and accepting learning environments. Voluntary self-identification allows Board personnel to collect and aggregate student achievement data to monitor the performance of First Nation, Metis and Inuit students. Continued data collection and analysis will provide information for future decision-making and inform the selection of available resources surrounding First Nation, Metis and Inuit student success and inclusive, safe and accepting worksites for employees.



Voluntary self-identification among employees provides the Board with baseline data on the number of Indigenous staff currently employed. Indigenous staff could act as mentors, share their Indigenous culture and help foster an environment where Indigenous students can reach a high level of achievement.

Voluntary self identification will allow the Board to develop education programs to better:

- Provide high quality learning opportunities that directly address the needs of First Nation, Metis and Inuit students that are responsive, flexible, and accessible to all students;
- Increase the retention rate of First Nation, Metis and Inuit students;
- Increase the graduation rate of First Nation, Metis and Inuit students;
- Ensure that First Nation, Metis and Inuit students are well-prepared for participation in post-secondary studies and the world of work;
- Promote effective, respectful working relationships and partnerships with First Nation, Metis and Inuit parents, organizations, and communities;
- Increase awareness of others of First Nation, Metis and Inuit history, culture and traditions.