

Policy HR 08: Verification of Indigenous Identity

1.0 Preamble

SKG's Human Resources policy and its associated procedure provide that SKG shall give preferential treatment to Indigenous persons in recruitment and selection for employment at SKG, and preference to Anishinaabe persons among Indigenous persons.

SKG may also choose to give preferential treatment to Anishinaabe or other Indigenous students for scholarships, bursaries, other financial support, or other benefits.

To ensure fairness and integrity of SKG's decisions that rely on consideration of Indigenous identity, SKG needs a fair and credible process to verify Indigenous identity for such decisions.

2.0 Purpose

This policy sets out SKG's expectations and requirements for a process of verification of Indigenous identity, and consequences where Indigenous identity is falsely claimed.

3.0 Definitions

"Candidate" means, as applicable, either (1) an individual who has applied for an employment opportunity at SKG, or (2) a student who may be eligible for an admission, award, bursary, or other benefit from SKG where SKG has limited eligibility or will give preferential consideration to Indigenous students, and in particular Anishinaabe students, or (3) a contractor seeking a contract for services to SKG.

"Director of Human Resources" means the senior executive in SKG responsible for human resources policies and oversight of human resources operations (regardless of the title of that position).

"SKG" means Shingwauk KinooMaage Gamig.

4.0 Requirement of documentation for claim of Indigenous identity

Applicants to all employment or contract opportunities at SKG who wish to claim that they have an Indigenous identity shall submit written documentation of Indigenous identity, or a self-declaration that includes specific information about their ongoing relationship to a legally recognized and inherent Indigenous community, Nation, or people, in North America.

For students, this process is required for demonstration of eligibility for Indigenous-designated admissions, awards, bursaries, or other benefits, if SKG chooses to give preference to Indigenous students, and in particular Anishinaabe students, and a student wishes to claim that they have an Indigenous identity as part of the application.

Students may continue to access SKG's programs and services without this process of verification of Indigenous identity.

This verification process will help mitigate Indigenous identity fraud and ensure that opportunities designated for Indigenous peoples are awarded to the people for whom they are intended. This verification process is not about a candidate's claim to Indigeneity but about which Indigenous community claims the candidate, as well as the candidate's lived experiences of Indigeneity.

5.0 Consequences of a false claim of Indigenous identity

SKG shall take steps to vet a candidate who claims Indigenous identity, prior to consideration for candidacy.

Candidates failing to have their identities confirmed to the satisfaction of SKG shall be disqualified from consideration for the designated opportunity or preferential treatment based on Indigenous identity.

If a successful candidate is later proven to have falsely claimed an Indigenous identity, their opportunity shall be terminated immediately in accordance with applicable laws and SKG's policies.

6.0 Procedure for verification of Indigenous identity

The Director of Human Resources shall establish a procedure associated with this policy that sets out requirements for documentation of claims of Indigenous identity and for SKG's vetting of claims.

7.0 Related Policies, Procedures & Documents

HR 01 Human Resources and its associated procedure

HR 08 Procedure for Verification of Indigenous Identity

SKG's policies and procedures may be found [here](#).

8.0 Responsible Officer

Director of Human Resources

9.0 Version history

Approved by:	Board
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SKG gratefully acknowledges that this policy is patterned on that of Wilfrid Laurier University.