

In 2013, BC Parks, in collaboration with Gwa'sala-'Nakwaxda'xw and Mamalilikulla-Qwe'Qwa'Sot'Em First Nations, completed management plans for eight protected areas and entered into economic development agreements with these First Nations. BC Parks will continue to work with First Nations, consistent with any government-to-government agreements to develop and implement protected area management plans and support appropriate economic development opportunities.

The Environmental Assessment Office continues to make consulting with First Nations a key priority to address and, where appropriate, accommodate potential effects of major development on established or asserted aboriginal rights and title. Proponents are encouraged to meet with First Nations at their earliest opportunity to learn about their communities, issues and concerns.

#### **INTERNATIONAL RELATIONS**

BC Parks has continued collaboration with the Vancouver Korean Hiking Club and has completed successful volunteer projects including decommissioning unsanctioned trails in Mount Seymour Park and other trail work. The projects have helped forge stronger ties with the Korean community in Vancouver, while enhancing the parks and raising awareness of both parks and ethnic diversity.

The BC Parks Lower Mainland brochure, which highlights 10 Lower Mainland parks, is made available in French, simplified Chinese, traditional Chinese and Punjabi. BC Parks continues to provide these brochures online and in Lower Mainland parks visitor centres.

The ministry continued to assist agricultural producers for whom English is their second language by translating its exams about safe pesticide use into Punjabi, Mandarin, Chinese and Vietnamese.

# Ministry of Finance

#### **MANDATE**

As a ministry, we have an important role to play in supporting government's priorities:

- » Sound and transparent financial and economic governance and oversight of all of government's resources to ensure value for citizens;
- » Informed economic and fiscal policy advice to decision-makers; Banking, accounting and risk and debt management services for government;
- » A strong competitive and vibrant economy by ensuring a fair and competitive tax and regulatory environment;
- » Collect revenue to fund important programs and services for citizens, such as health care, education and transportation infrastructure;
- » Financial and corporate sector regulation that builds creditor, investor, business and consumer confidence in our province; and
- » Ensure gaming is operated with integrity for the benefit of British Columbians.

#### **VISION**

Trusted financial and economic leadership for a prosperous province.



## EXECUTIVE COMMITMENT TO MULTICULTURALISM

- » The ministry ensures policies and legislation are consistent with the principles and objectives of multiculturalism, and continually strives to modify and improve ministry programs and services to ensure that they are supportive of B.C.'s multicultural society.
- » The ministry executive is committed to a work environment that values diversity and inclusiveness and supports a respectful work environment.
- » The ministry executive is committed to providing services and publications to the public in as many languages as possible, in addition to English, and has fostered rich cultural diversity in the make-up of the ministry workforce to achieve this commitment.
- » The 2013/14 Workforce Profile indicates representation of visible minorities at 21.6%, Aboriginal peoples 1.8% and persons with disabilities 3.5%.
- » Visible minorities are well represented in our primary locations – Victoria 16.6 % and Vancouver 38.5%.
- » The ministry's workforce is generationally-diverse with 1% Traditionalists, 49% Boomers, 40% Generation X, and 10% Millennials.
- » The ministry has female (58.3%) and male (41.75%) employees.

## KEY PROCESSES, POLICIES AND STRUCTURES IN SUPPORT OF MULTICULTURALISM

- » The ministry's Customer Relationship Management Strategy acknowledges the wide cultural diversity of the province and is able to provide service in many different languages based on its diverse employee population. (20 different languages).
- » The Problem Gambling Helpline offers services in 13 different languages.

- » The ministry's Taxpayer Fairness and Service Code is based on the principle of providing fair and equitable service that meets the needs of all ministry clients.
- » The ministry makes financial and program information available in Chinese and Punjabi, and public affairs staff assist a wide range of ethnic media with queries about financial issues and requests for interviews with the minister. The ministry also keeps informed on issues of importance to members of the multicultural community and promotes their participation in the annual budget consultation process.
- » The ministry continued to deliver PST Outreach sessions utilizing a culturally diverse team of employees able to speak eight different languages to provide communications and training support to B.C. businesses. The ministry enhanced these communication efforts using social media including an audio/voice over YouTube video which is available on the ministry's website.
- » The ministry's Mineral Oil and Gas Branch participated with the Ministry of Energy and Mines in a meeting with a First Nations group to clarify how mineral tax revenues are collected, assessed, reassessed or appealed. Discussion was linked to revenue sharing and economic community development.
- » The ministry's Mineral Oil and Gas Branch worked with the ministry of Aboriginal Relations and Reconciliation on Economic Community Development Agreements for revenue sharing of mineral tax with First Nations and for understanding their needs around the revenue sharing process.
- » The ministry's Gaming Policy and Enforcement Branch offers clinical counselling services in multiple languages including: Cantonese, Mandarin, Punjabi, Vietnamese, and some First Nations languages. Interpreters are offered to clients receiving clinical services when there is no provider who speaks the client's first language.

- » The ministry's Responsible Gambling Prevention Program is available in Tagalog, Visaya, Chavacano and Spanish in addition to the above noted languages. Responsible Gambling services are modified to complement each of the cultural groups identified by these languages.
- » The Responsible and Problem Gambling program recently launched an Indigenous service stream provincially being delivered by providers with First Nations heritage.
- » The Responsible and Problem Gambling program is organizing an international Indigenous Conference next fall in partnership with an organization out of Washington State, USA.
- » The ministry continued recruitment outreach opportunities to diverse organizations in the community.
- » Ministry-specific new employee orientation sessions and materials include information on diversity and appreciation of differences.
- » Wellness and social events reflect the varied interests of our ministry's workforce, and are targeted to people of all ages and cultural backgrounds.
- » Flexible work options are supported which respects employees' needs while meeting business requirements.
- » In support of the Diversity and Inclusiveness Strategy, the ministry surveyed senior managers and all supervisors who identified improvement and progress in the understanding of and application to programs and policies in the ministry.
- » The ministry developed a comprehensive communications plan that includes a focus on diversity concepts.
- » The ministry supports the corporate Aboriginal Youth Internship Program each year including one intern in 2013/14 and an approved proposal for 2014/15.

## HIGHLIGHTS OF INITIATIVES

- » French, Chinese and Punjabi translations of the 2014 budget highlights and budget consultation papers.
- » The ministry provides services, programs, consultations in several languages to meet the needs of its diverse client base and citizens of B.C.
- » The ministry continued its support of the Aboriginal Youth Internship Program in 2013/14 and provided an interesting and challenging assignment in the Revenue Division, Income Tax Branch. Another proposal for 2014/15 has just been approved in the same branch.
- » The ministry has incorporated diversity and multiculturalism into its human resource materials, programs, training, and employee communications, and will continue this practice.
- » The ministry remains committed to following government hiring practices that are fair and equitable and based on the principles of merit.
- » The ministry supports new employees requiring enhancement to language skills through Advanced ESL classes and provides opportunities for employees to showcase their heritage to others with presentations and other activities.