



Ministry of
Finance



B.C. Environmental, Social and Governance (ESG) Summary Report



TABLE OF CONTENTS

Minister's Message	4
Environmental, Social and Governance in British Columbia	5
B.C.'s ESG Rating by MSCI and ESG Scores from Rating Agencies	7
Reconciliation with Indigenous Peoples	9

ACTION ON THE ENVIRONMENT	10
CleanBC and the Roadmap to 2030	11
Climate Adaptation and Preparedness	14
Reliable, Cost-Effective Electricity	14
Implementing Old Growth Strategies	15
Mining Innovation	16
SOCIAL INITIATIVES	18
More Affordable Housing	19
Affordable, Accessible, Quality Child Care	21
TogetherBC Poverty Reduction Strategy	23
Pathway to Hope	24
AccessibleBC	25
Action Against Racism	25
Immigration	27
GOVERNANCE	28
The Rights of Indigenous Peoples	29
Transparent, Accountable, Accessible Budgeting	31
ESG Framework for Capital Projects	33
A Strong, Diverse, Modern Public Service	34
Conclusion	35



Minister's Message

Our province has been challenged in ways no one anticipated: A global pandemic. Wildfires. Landslides. Flooding. A deadly heat wave. A poisoned drug supply. The COVID-19 pandemic and events around the globe made 2021 one of the most challenging years in recent history.

British Columbians and the B.C. economy have proven resilient. We work hard to protect our health, our families and the health of our communities. We support local businesses and work together to build a stronger economy. We will continue to strive to achieve our strategic priorities as government.

Our resiliency in the face of adversity shows that we can tackle challenges by putting people first. We are made strong by a diverse population and a commitment to walking the path of reconciliation with Indigenous peoples by working in respectful partnerships that recognize inherent rights. We are the first Canadian jurisdiction to pass legislation related to the implementation of the United Nations Declaration on the Rights of Indigenous Peoples. We have been a leader in taking action against climate change and are working to tackle systemic discrimination against racialized and marginalized people, strengthen mental health services, reduce poverty and improve housing affordability.

British Columbia is in a positive fiscal position with strong employment, the highest real GDP growth of the largest provinces in 2021 and strong economic growth projected in 2022. This is a solid foundation, and we need to work hard to ensure opportunities exist for everyone living in British Columbia to participate and thrive within our diverse economy. Future generations will benefit from the decisions we make today. Those decisions must be made through a broad lens, taking into consideration environmental, social and governance (ESG) factors.

We know many investors are eager for information on sustainable and socially responsible practices. This ESG summary, the first to ever be issued by a B.C. government, is presented to share our ESG credentials with investors, as well as to reflect our commitments to the people of British Columbia.

The B.C. Government is committed to strong reporting frameworks that encourage continuous improvement on how we evaluate, assess and adapt performance standards, measures and outcomes. With a broad array of programs, our government tracks performance metrics specific to each program. While a global standard for an ESG framework does not yet exist, this summary includes examples of ESG work done by government and some of the performance measures used to assess this work.

By using an ESG lens, we plan to continuously work to enhance the quality of life for all British Columbians, becoming a leader in this field to attract more investment and to grow the economy while more accurately measuring how growth translates to improvements in quality of life.

This summary provides an overview of government's long-term strategies to serve the people who live, work, play and invest in British Columbia. We welcome feedback on our first ESG summary report to inform and enrich future editions; please contact the [Ministry of Finance](#).

Honourable Selina Robinson
Minister of Finance



Environmental, Social and Governance in British Columbia

Here on Canada's west coast, at the intersection of Asia and North America, the economy and investment climate are increasingly focused on advancing people's environmental and social well-being. The B.C. government is focused on building a strong, expanding, inclusive and clean economy, where the benefits are shared more equally and where environmental sustainability is the basis for future growth.

British Columbia's rich multicultural society is Canada's most diverse jurisdiction, welcoming more than 100,000 new people in 2021, including over 60,000 newcomers from abroad.

Provincial [legislation](#) establishes the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) as the Province's framework for reconciliation. Advancing reconciliation with Indigenous Peoples through this Act is a cornerstone of B.C.'s distinctive approach to ESG standards.

Reconciliation supports an investment climate that is sustainable, innovative and inclusive. B.C.'s investment climate is bolstered by meaningful partnerships between government, Indigenous Peoples, industry, the business and investment community, local governments, regulators and others.

Government uses [Gender Based Analysis Plus](#) in all decision making, helping to ensure the impacts on a wide range of people and communities are considered as policies are developed.

The provincial government is working with the private sector and other key stakeholders to tackle systemic discrimination in all its forms. And with B.C.'s [CleanBC Roadmap to 2030](#), the Province is accelerating climate action to build a cleaner, stronger British Columbia that works for everyone.

For businesses, British Columbia offers leading clean-energy infrastructure, a strong climate plan that supports transition to a cleaner economy. The Province also has a new climate preparedness and adaptation strategy to address the impacts of climate change that we're seeing today. This includes access to renewable, reliable and affordable hydroelectricity. Sustainable resources such as recycled materials and mass timber are integrated into our supply chains, making the province an ideal place to conduct green business practices and meet sustainability targets.

Our governance practices include accountability, transparency and disclosure of ESG-relevant performance metrics. As internationally recognized ESG standards continue to evolve, B.C.'s first report is presented as an ESG summary that recognizes reconciliation efforts with Indigenous Peoples must be a component of every aspect of an environmental, social and governance framework in British Columbia.



This report contains a fraction of the policies and services the government provides and oversees across British Columbia. Example initiatives are presented in the context of the five core priorities outlined in all B.C. government [ministers' mandate letters](#).

- 1| A better future through fighting climate change
- 2| Putting people first
- 3| Lasting and meaningful reconciliation
- 4| Equity and anti-racism
- 5| A strong, sustainable economy that works for everyone

Absence of an initiative from the report does not diminish its importance, nor is it a reflection of a lack of ESG principles embedded in the initiative.

ESG in B.C.

» **B.C. Budget and Fiscal Planning - ESG Advisory Council:**

In preparation for Budget 2022, the Minister of Finance consulted with a new ESG Advisory Council and the Economic Forecast Council to explore how government can continue to support well-being in B.C.

» **ESG Framework for Capital:**

Government applies an Environmental, Social and Governance Framework for Capital that guides the delivery of key government priorities through the development of public sector projects. For more information, see pg. 33.

» **ESG Centre of Excellence:**

B.C. is establishing a new ESG Centre of Excellence to facilitate ESG investments in B.C., attract socially and environmentally conscious investors and diversify markets for B.C.'s world-class goods and services.



B.C.'s ESG Rating by MSCI and ESG Scores from Rating Agencies

Investors also use independent firms such as MSCI Inc. to help assess bond issuers and the quality of their ESG work. On an unsolicited basis, MSCI has assigned an ESG rating to B.C. of AA (neutral), the same as Canada. As part of MSCI's rating methodology, the highest rating that a province can achieve is often limited by its national rating.

ESG credit scoring is becoming part of the credit rating process. As an issuer, B.C. has been assigned a credit rating of AAA/AA+ (equivalent) by three international rating agencies and one domestic agency. Please see B.C.'s ESG scores across credit rating agencies below; Moody's Investors Service, Fitch's and DBRS Morningstar's scores reflect how much impact ESG factors have on their credit rating assessments. ESG assessments by rating agencies is relatively new. These ESG ratings/scores are from independent third parties, each of which has their own unique rating methodology.

B.C.'s ESG Scores		
Agency	Score	Scale
Moody's Investors Service*	Credit Impact Score: CIS-2 (neutral-to-low impact)	1 – 5 (positive to very highly negative)
Fitch*	Credit-Relevant ESG Score: 3 (minimally relevant)	1 – 5 (irrelevant to highly relevant to the credit rating)
MSCI	ESG Rating: AA	CCC to AAA (worst to best)
DBRS Morningstar	No ESG factors cited as credit relevant	n/a
*relevance of Province's ESG risk exposure to the credit rating		

Moody's Investors Service:

Moody's Investors Service uses a Credit Impact Score (CIS). For an issuer scored CIS-2 (neutral-to-low), its ESG attributes are overall considered as having a neutral-to-low impact on the current rating: i.e., the overall influence of these attributes on the rating is non-material. Moody's rating of British Columbia reflects neutral-to-low exposure to environmental and social risks and a positive governance profile.

Fitch: International Public Finance (IPF) ESG Navigator Scores:

In August 2021 Fitch released the ESG Navigator Report for British Columbia. B.C.'s Credit Relevant Score was a 3 which indicates "minimally relevant to rating, either very low impact or actively managed in a way that results in no impact on the entity rating."

DBRS Morningstar:

In a June 2022 assessment of B.C.'s credit, DBRS concluded that there are no environmental, social or governance factors that had a significant or relevant effect on the credit analysis of B.C.

MSCI:

B.C. has the second highest rating offered by MSCI at AA Neutral. MSCI ESG Government Ratings covers 198 countries and regions and provides ratings on more than 99 per cent of outstanding sovereign debt in the marketplace. MSCI ESG Government Ratings assesses a country's performance on ESG risk factors affecting its value creation process. In summary, MSCI ESG Government Ratings reflect how countries' exposure to and management of ESG factors may affect the long-term sustainability of their economies. Canada also scored AA Neutral.

For more detail on Moody's, Fitch and DBRS Morningstar's latest ESG assessment, see their [rating reports](#).





Reconciliation with Indigenous Peoples

An ESG summary in British Columbia must reflect the rights, interests and guidance of Indigenous Peoples.

British Columbia is the first jurisdiction in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples. The [Declaration on the Rights of Indigenous Peoples Act](#) was unanimously passed by the BC Legislative Assembly, and establishes the United Nations Declaration on the Rights of Indigenous Peoples as the Province's legal framework for reconciliation. The Act reflects the Province's approach to ESG, helping to advance social and governance outcomes while creating a positive climate for investment.

The Province is working with Indigenous Peoples to advance reconciliation in various ways, including new fiscal frameworks, decision-making agreements and the alignment of provincial laws to the United Nations Declaration on the Rights of Indigenous Peoples.

The Government of British Columbia recognizes that to advance true, lasting and meaningful reconciliation, Indigenous Peoples must be recognized as true partners in the provincial economy while also respecting Indigenous rights and First Nations' title. It is also important that reconciliation incorporates values such as traditional knowledge and environmental sustainability, and addresses climate change. By working together, government and Indigenous Peoples are creating opportunities for Indigenous peoples, businesses, communities and families throughout B.C.

In creating this report, we reached out to First Nations, Métis Nation BC and Indigenous leadership organizations. These discussions are a first step in our work on creating a shared vision for B.C.'s distinctive approach to ESG.

We are committed to working in consultation and cooperation with Indigenous Peoples to support an environmentally and socially responsible future that will ensure B.C. remains a destination of choice for sustainable investment.





ACTION ON THE ENVIRONMENT

B.C. government's guiding principles:

- » **A better future through fighting climate change**
- » Putting people first
- » Lasting and meaningful reconciliation
- » Equity and anti-racism
- » **A strong, sustainable economy that works for everyone**

B.C. is working to protect the environment by managing risks to our water, land and air, setting robust regulatory requirements, verifying compliance, taking enforcement action where required, and evaluating environmental quality through air and water monitoring and assessment. The Province promotes shared environmental stewardship and partnerships with Indigenous Peoples, whose relationship to land and resources underpins Indigenous peoples spiritual, social, cultural, economic and political ways of life.

In 2022, the establishment of a new [Ministry of Land, Water and Resource Stewardship](#) follows government's commitment on reconciliation with Indigenous Peoples to protect B.C.'s environment and build a strong economic recovery that works for people. The ministry will work with Indigenous Peoples, local communities and industry to build a vision for land and resource management that embraces shared decision making on the land base, builds certainty and creates further opportunity for everyone.

With climate change threatening so much of what we hold dear, B.C. is accelerating actions to tackle it head on. The Province recognizes that it presents both risks and opportunities for our people and our Province – to the extent that climate action is central to our economic strategy, [StrongerBC](#).

Likewise, our [CleanBC climate action plan](#) serves as a blueprint for clean economic growth. It focuses on building a low-carbon economy with new clean-energy jobs and opportunities; protecting our air, land and water; and supporting communities to prepare for climate impacts.



CleanBC and the Roadmap to 2030

Launched in late-2018, [CleanBC](#) has helped improve how people get around, heat their homes and power industry – setting B.C. on the path to a cleaner, stronger future. It includes policies that show the way forward on climate action and sets ambitious targets for reducing GHG emissions across our economy.

B.C. has made progress – regulating carbon emissions from the biggest polluters, legislating strong climate targets and making it easier for people and businesses to switch from fossil fuels to clean energy.

But there is much more to do. The most recent emissions projections show the road ahead is significantly more challenging than it was known to be in 2018. While there are several reasons for this shift, including revised emissions methodology from the federal government, it is clear that substantial new and sustained action is required to meet the provincial government's commitments.

The CleanBC Roadmap to 2030 plan is to achieve emissions targets while building a cleaner economy that benefits everyone. It includes a range of accelerated and expanded actions across eight pathways including Low Carbon Energy, Transportation, Buildings, Communities and Industry, including oil and gas – with an overall focus on market transformation.

The roadmap will strengthen action in areas already showing positive results, as well as those at the earlier stages of transition. Actions are based on how affordable and available clean solutions are in each marketplace.

Foundational roadmap actions include:

- » **A stronger price on carbon pollution**, aligned with or exceeding federal requirements, with built-in supports for people and businesses and building on our history of climate leadership. B.C. was the first jurisdiction on the continent to introduce a broad-based carbon tax, with revenues invested in our people, our communities and our economy.

In April 2022, B.C.'s carbon tax rate increased to \$50 per tonne, strengthening the signal across our economy to reduce emissions while encouraging sustainable economic activity and investment in low carbon innovation.

- » **Improvements to the Low Carbon Fuel Standard**, which is among our most successful climate action measures to date. It requires fuel suppliers to make continuous reductions in their products' carbon intensity. The Province is also working with producers to develop production capacity for 1.3 billion litres per year of made-in-BC renewable fuels by 2030.
- » **An accelerated zero-emission vehicle (ZEV) law.** By 2030, ZEVs will account for 90% of all new light-duty vehicles sold in the province, rising to 100% by 2035. B.C. already has the highest uptake of ZEVs in North America, with more than 13% of new light-duty vehicle sales as of June 2021. We're also developing ZEV targets for medium- and heavy-duty vehicles, aligned with California's, and plan to have 10,000 public EV charging stations in place by 2030.
- » **Support for innovation** in areas like low-carbon hydrogen, the forest-based bioeconomy and negative emission technologies.

Actions for cleaner industry include:

- » **Stronger methane policies** to reduce its emissions from the oil and gas sector by 75% by 2030 and nearly eliminate all industrial methane emissions by 2035.
- » **Requirements for new large industrial facilities** to work with government to demonstrate how they align with our climate targets and to submit plans for achieving net-zero emissions by 2050.
- » **A cap on emissions for natural gas utilities** with a variety of pathways to achieve it.

Actions for a cleaner built environment include:

- » Requirements for all new buildings to be zero carbon by 2030, with all new space and water heating equipment meeting the highest efficiency standards available.
- » Increasing emphasis on low-carbon building materials such as mass timber, wood-based insulation, carbon-absorbing concrete and concrete made with lignin fibres from trees and other plants.
 - Mass timber has great potential to grow our economy, creating new jobs and export opportunities while delivering significant climate **benefits**.
 - To help this emerging sector develop, the Province has directed that mass timber be considered for inclusion in all public sector building projects.
 - The Province has also invested in a mass timber demonstration program, supporting the industry to build capacity while allowing more people to see and appreciate mass timber's many benefits.

PERFORMANCE MEASURES

Under the *Climate Change Accountability Act*, the Province publishes annual [Climate Change Accountability reports](#), providing the most current data available on GHG emissions, the carbon intensity of B.C.'s economy, carbon tax revenues, climate expenditures and progress on the way to meeting our legislated emission reduction targets. Compared to 2007, B.C. is working to reduce emissions by:

- » 16% by 2025
- » 40% by 2030
- » 60% by 2040
- » 80% by 2050

The provincial government is developing new legislation to support its commitment to a net-zero future, updating targets to include net-zero emissions by 2050.

In future years, the Province will also report on the following indicators specific to the roadmap:

- » Market share of technologies, reflecting the extent to which low-emission solutions are being adopted
 - Cost of transitioning to low carbon solutions
 - Workforce and skills readiness, reflecting our capacity to adopt new approaches
 - Economic and social opportunities, including co-benefits such as reducing inequality and advancing reconciliation with Indigenous Peoples.



Progress is also informed by:

- » [Greenhouse Gas Industrial Reporting](#), updated annually
- » [A provincial greenhouse gas inventory report](#), updated every two years
- » [Carbon Neutral Government Reporting](#)
- » [The Preliminary Provincial Climate Action Risk Assessment](#)

Additional data on B.C.'s performance is available through the global not-for-profit [Climate Disclosure Platform](#).



Climate Adaptation and Preparedness

The Province is working to better protect people and communities from the impacts of wildfires, flooding and extreme heat through actions included in the new Climate Preparedness and Adaptation Strategy.

The strategy includes actions to ensure British Columbia is prepared for climate impacts in the near term, while setting the foundation for future action. Targeted actions support food security and resilient local agriculture, better floodplain risk mapping to improve how we plan our communities, support more cultural and prescribed burning in partnership with Indigenous Peoples and build more resilient highways and infrastructure so they can withstand future climate impacts.

The strategy also includes investments for First Nations and local governments to increase wildfire protection through community-led FireSmart activities and increase flood protection through investment in structural mitigation projects.

The Province developed the strategy based on a wide range of input, including significant feedback through two working groups and multiple engagements with Indigenous Peoples and organizations. Additional input came from the general public, local governments, academics, businesses, non-profits, youth and others.

The [Climate Preparedness and Adaptation Strategy](#) is part of the CleanBC Roadmap to 2030.



Reliable, Cost-Effective Electricity

BC Hydro generates and provides electricity to 95% of B.C.'s population and serves over four million people – the electricity generated and delivered to customers throughout the province powers B.C.'s economy and quality of life. BC Hydro and government are committed to keeping electricity rates affordable for British Columbians, and BC Hydro rates remain among the lowest in North America.

The Province's CleanBC plan outlines actions to reduce GHG emissions from three key sectors: transportation, buildings and industry. Electrification of these sectors is an important part of helping B.C. reach the legislated emissions reduction targets. To help advance the Province's CleanBC climate and economic development objectives, BC Hydro encourages customers to use clean and reliable electricity to power homes, vehicles and businesses in order to reduce greenhouse gas emissions.

[BC Hydro Service Plan](#) is prepared for presentation to the B.C. Legislature under the *Budget Transparency and Accountability Act* and outlines BC Hydro's mission, goals, strategies and performance measures, including related to electrification and clean electricity.



Implementing Old Growth Strategies

There are about 11.1 million hectares of old growth forest in B.C., with 4 million hectares of this identified as priority at-risk old growth. In total, more than almost 80% of the priority at-risk old growth identified is currently not threatened by logging because it is already protected, covered by deferrals or is uneconomic to harvest.

British Columbia is undergoing a paradigm shift in how we manage old growth forests. The Province is committed to a new integrated management approach for old growth that provides for environmental, economic and reconciliation benefits. This approach includes:

- » Prioritizing ecosystem health across the natural resource sector
- » More inclusive and collaborative governance mechanisms
- » Setting clear and measurable forest-related targets and objectives
- » Increased understanding and awareness through transparent and fulsome information
- » Supporting an orderly transition of new policies to ensure the long-term health of old growth forests, communities and the forest sector

Old growth is a key economic contributor with both Indigenous and non-Indigenous forest companies and jobs relying on access to old growth for high-value wood products. Old growth is a key value for nature-based tourism, with old forests contributing to the identity of British Columbia to residents and visitors. It is a critical component for biodiversity, including the land and water-based species of plants and animals that depend on them for their habitats.

1.1 million of the 4 million hectares of priority at-risk old growth are currently deferred. This is a temporary measure to prevent irreversible biodiversity loss while the Province, First Nations and other partners develop a new, long-term approach to old growth management that prioritizes ecosystem health and community resiliency throughout B.C. The new Old Growth Strategy for B.C. will be complete in 2023.

The Province is investing in coordinated and comprehensive supports for forestry workers, industry, communities and First Nations who may be affected by new restrictions on old growth logging. This includes funding for short-term employment opportunities for contractors and their workers, rural economic diversification and infrastructure projects, bridging to retirement for older workers, education and skills training, and on-the-ground economic development and community support services.

The Province aims to maintain the wide variety of Indigenous, economic and environmental values old growth provides. The resulting modern approach to managing old forests will reduce conflict, help provide economic stability, and position British Columbia as a global leader in the sustainable management of this important natural value.



Mining Innovation

The transition to a global low-carbon economy will see a significant increase in the amount of minerals needed.

British Columbia is Canada's largest producer of copper and only producer of molybdenum, both of which are critical minerals as set out in the Canadian Minerals and Metals Plan. In addition, the province is a producer of the critical minerals zinc and magnesium. The sector also provides the minerals, metals and steelmaking coal needed for electric cars, wind turbines and transit systems to support the global movement towards a low-carbon future.

B.C. has both a globally recognized mining industry and an emerging technology sector. The province has several proposed mines and advanced projects that could increase current critical mineral production necessary for a low-carbon economy. Acting on innovation initiatives will increase the mining sector's resilience and improve the competitiveness of the B.C. mining industry.

B.C. is well positioned to become a global supplier of choice due to the Province's strong regulatory system that shares priorities with key ESG indicators. This includes an abundance of clean energy available, a progressive climate plan that has been legislated for over a decade, responsible and transparent public reporting requirements for large industrial emitters, and the Province's commitment to reconciliation in line with the UN Declaration on the Rights of Indigenous Peoples. B.C. strives for continual improvement in the sustainability of its mining practices to ensure environmental impacts are minimized and communities are engaged, while also creating responsibly sourced materials.

Currently, B.C. has some of the least carbon-intensive mining operations in the world, due in part to innovation in the sector and the province's electricity grid, of which 98% is generated from clean or renewable sources that provides a considerable emissions advantage compared to other jurisdictions.

In addition, with support from the CleanBC Industry Fund, B.C. mines are conducting electrification and energy efficiency projects reducing their greenhouse gas emissions by over 107,000 tonnes CO₂e by 2030. The government-managed fund invests a portion of the B.C. carbon tax revenue into companies working on emission reduction projects.

The mining sector is a historical and foundational part of B.C.'s economy, generating more than \$8 billion in annual revenues and employing more than 30,000 people. Mining is a significant employer of Indigenous peoples and B.C. was the first province to share mineral tax revenue with First Nations. The Province currently has 48 Economic and Community Development Agreements with First Nations. Revenue sharing has provided \$130 million to Indigenous communities to date.

Mining Jobs Task Force: In 2018, the Mining Jobs Task Force (MJTF) was created, assembling a diverse membership from First Nations, industry, labour, an environmental non-governmental organization, post-secondary education,



the financial sector and government. The MJTF was mandated to work with the mining industry, workers and mining communities to make jobs secure and mines viable as commodity prices fluctuate and provide recommendations to the Minister of Energy, Mines and Low Carbon Innovation. The MJTF's final report contained 25 recommendations for government, including:

- » Developing an action plan to attract and retain women in mining careers
- » Exploring opportunities to support Indigenous equity ownership in major projects
- » Establishing world-leading community health and well-being best practices
- » Supporting government's Low-Carbon Industrial Strategy
- » Hosting a multi-stakeholder forum on responsible market standards

Currently, all 25 actions have been initiated or completed.

The Mining Innovation Roadmap, one of the recommendations that resulted from the MJTF, now serves as a guide for industry and policy makers to prepare workers for the growing high-tech future and to attract investment from the ESG-focused investment sector. The scope of the roadmap is the entire mining continuum from exploration to reclamation.

The roadmap explores how mining innovation in B.C. can improve environmental performance, build relationships and generate value with Indigenous and non-Indigenous communities; and ready B.C.'s workforce for substantive changes to come.

PERFORMANCE MEASURES

Mining innovation and competitiveness is global in scale and relies on international investment and company actions outside of the B.C. government's control.

By working through the actions identified in the above initiatives, government can track success through future ESG reporting and continue to seek engagement on ways to improve.





SOCIAL INITIATIVES

BC government guiding principles:

- » A better future through fighting climate change
- » **Putting people first**
- » **Lasting and meaningful reconciliation**
- » **Equity and anti-racism**
- » **A strong, sustainable economy that works for everyone**

In B.C., the number one priority – and most important economic advantage – is the well-being of the more than five million people who call B.C. home.

Healthy, inclusive societies where wealth is broadly shared are more productive, competitive, innovative and resilient than societies where inequality is high. The economy may be growing but if people are not feeling the benefits, it is not working.

That is why B.C. has made inclusive growth a key pillar of its economic strategy, [StrongerBC](#). It complements ongoing efforts to address inequality, help make life more affordable for people and build a strong, sustainable economy that works for everyone.



More Affordable Housing

In 2018, B.C. released [Homes for BC: a 30 Point Plan for Housing Affordability](#), recognizing that prices for renting and buying had surged past incomes in many communities. With people spending more of their incomes on housing, many are faced with difficult choices, including limiting other spending with ripple effects across the economy.

The 10-year plan addresses housing supply and demand through a range of measures, including building new affordable housing for people with low- and middle-incomes and people experiencing homelessness, supportive tax changes and tightening laws and regulations to support renters and end hidden ownership. It invests approximately \$7 billion to help create the right supply of affordable housing in communities throughout British Columbia.

The Province is also implementing a collaborative cross-government approach to focus on the root causes of homelessness. The approach includes both preventing homelessness from occurring and responding quickly to assist people experiencing homelessness to become stably housed. It also includes support for youth at risk of homelessness, expanded responses to support people experiencing homelessness and a first-of-its kind complex care housing program.

B.C. aims to deliver 114,000 affordable homes, in partnership by 2028/29.

Specific targets include building:

- » 14,350+ new affordable units for families and seniors
 - More than 8,800 of these homes are already open, under construction or in development
- » 4,500+ units for people who are experiencing homelessness or at risk of being homeless

- With nearly 7,000 homes open to date, this type of housing is not only a home but comes with personalized supports the benefit people experiencing homeless and the entire community

» 1,750 units for Indigenous housing

- The Indigenous Housing Fund provides \$550 million over 10 years to build social housing for Indigenous peoples on- and off-reserve
- With this commitment, B.C. became the first province in Canada to invest provincial funds in on-reserve housing, a federal jurisdiction
- More than 1,300 of these homes are complete or underway

» 1,500 new units for women in transition, including safe homes and long-term housing

- The Women's Transition Housing Fund is a \$734-million investment over 10 years to build and operate 1,500 transition housing, second-stage housing and long-term housing spaces for women and children leaving violence

» 8,000 new student housing beds

- Over 6,000 student housing beds have been initiated or completed to date through government loans and grants or through institutional self-financing and partnerships, providing improved access to affordable on-campus housing

To date, the Province has funded nearly 34,000 affordable new homes that have been completed or are underway for people in British Columbia.

Part of the Homes for BC plan includes tax policies such as the Speculation and Vacancy Tax to help reduce speculative real estate in B.C. The tax has already turned 20,000 empty investment houses into rental homes for people living in those communities, and it will be expanded into new areas experiencing similar concerns next year.

A map showing the location of all announced provincially funded housing projects in B.C. is available online:

<https://www.bchousing.org/homes-for-BC>

The Province is also investing more than \$2 billion through the HousingHub program to create up to 9,000 units of affordable housing for middle-income British Columbians, in partnership with communities, non-profits and the private sector. This unique model involves providing low interest loans for affordable housing.

Additionally, investments in transit will help facilitate the development of more housing, with some designated as affordable for people in those communities.

PERFORMANCE MEASURES

All of the 30 actions outlined in Homes For BC have been implemented or are underway.

Progress is tracked and updated yearly through the [BC Housing Service Plan Annual Report](#).

To learn more about the steps the Province is taking to tackle the housing crisis and deliver affordable homes for British Columbians, visit: <https://workingforyou.gov.bc.ca/>





Affordable, Accessible, Quality Child Care

ChildCareBC is our government's plan to bring affordable, accessible, quality child care to families throughout the province. Research and experience have shown very clear correlations between quality care and better outcomes for children, families and the economy. Children see improvements in health and well-being. Parents can work or advance their education and child care providers can build their careers – all of which contribute to a stronger, more inclusive and sustainable economy.

To help ensure child care is affordable we provide:

- » Funding to offset costs for eligible licensed child care providers
- » An Affordable Child Care Benefit for families earning up to \$111,000
- » A Child Care Fee Reduction Initiative that lowers costs for families, regardless of household income, by up to \$350/month, per child

We've also converted more than 6,500 child care spaces into \$10 a Day ChildCareBC spaces, providing significant child care savings for thousands of families, with the number of \$10 a Day spaces to nearly double to 12,500 by December 2022.

To help ensure child care is accessible, we provide:

- » A New Spaces Fund to create licensed child care spaces in communities throughout the province: public-sector and not-for-profit organizations and Indigenous governments are eligible to apply for support in child care projects that maximize the number of spaces in high-need areas in communities
- » Start-up Grants, which offset licensing costs for people who want to open and operate a licensed child care facility from their home
- » A Maintenance Fund, which provides financial support to licensed child care providers in emergency circumstances to repair their facilities, replace equipment or help cover emergency relocation costs

Since the launch of ChildCareBC in 2018, funding has been provided to support the creation of more than 30,500 child care spaces, with more than 10,500 spaces already operational. With provincial and federal support since the start of ChildCareBC, families will benefit from the funding of approximately 60,000 new licensed child care spaces by March 2026. This will rise to approximately 70,000 by March 2028.

Initiatives to help ensure the quality of child care include:

- » An Early Childhood Educator (ECE) Support Fund for individuals pursuing or upgrading their ECE education
- » Supporting the workforce with an ECE Wage Enhancement, which provides ECEs directly employed by eligible licensed child care facilities with a \$4 per hour wage increase
- » Expanded professional development and educational opportunities for ECEs and other child care providers, helping them stay current on emerging research, trends and practices in the early care and learning sector

We are also taking steps to ensure that child care services in all of our communities respond to children's and families' individual needs. This includes support for:

- » Aboriginal Head Start Programs, designed and delivered by Indigenous communities for children five and younger
 - This year, more than 1,300 spaces will have been created in over 40 communities throughout B.C.
- » Supported Child Development and Aboriginal Supported Child Development programs for children with additional needs, enabling them to participate in fully inclusive child care settings
- » A partnership with CanAssist, a Victoria-based organization that develops and delivers technologies, programs and services that help people with disabilities improve their quality of life, with a focus on promoting independence and inclusion

The Province has also provided a range of extra supports for families and child care providers to help them weather the added pressures of the COVID-19 pandemic.

PERFORMANCE MEASURES

Performance to targets is reported yearly through the Ministry of Children and Family Development.

Since 2016:

- » More than 30,500 new licensed child care spaces have been approved
- » 643 new Aboriginal Head Start spaces have opened
- » More than 69,000 licensed spaces have been supported through the Child Care Fee Reduction Initiative, which allows families with incomes below \$45,000 to pay little or nothing for licensed care
- » 27,000 families a month have received the Affordable Child Care Benefit, which offsets the costs of child care for families earning up to \$111,000
- » 1099 child care spaces created through Neighbourhood Learning Centres, as part of school capital projects

Going forward, the government has committed to:

- » Nearly doubling the number of \$10 a day ChildCareBC spaces from more than 6,500 to 12,500 by December 2022
- » Adding approximately 600 spaces to the Aboriginal Head Start program
- » Enabling approximately 2,000 more families to access Supported Child Development and Aboriginal Supported Child Development programs





TogetherBC Poverty Reduction Strategy

TogetherBC is British Columbia's poverty reduction strategy, reflecting government's commitment to lift people up, break the cycle of poverty and build a better B.C. for everyone. Introduced in 2019, the plan identifies policy initiatives and government investments to meet the targets established in the 2018 *Poverty Reduction Strategy Act*:

- » Reducing the overall poverty rate in B.C. by 25% by 2024, compared to 2016 levels
- » Reducing the child poverty rate by 50% by 2024

The Province met these targets in 2019 – five years ahead of schedule – largely due to the introduction of the Canada Child Benefit, which in 2022-2023 gives families up to \$6,997 per child per year. Provincial actions to date have included:

- » Continual improvements in the minimum wage
- » New investments in social housing, especially in high-cost urban centres
- » Continuing investments in affordable, accessible, quality child care
- » Introducing the B.C. Child Opportunity Benefit, a tax-free monthly payment to families with children under the age of 18. Families can receive up to \$1,600 a year for a first child, up to \$1,000 for a second child and up to \$800 for each subsequent child under the age of 18

As required by legislation, the poverty reduction strategy will be updated every five years.

Poverty is measured by Statistics Canada's Market Basket Measure, also called Canada's Official Poverty Line.

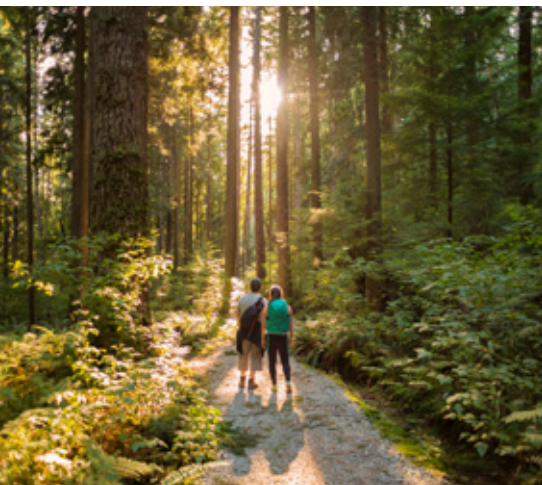
PERFORMANCE MEASURES

Progress in B.C.'s fight against poverty is tracked through the **TogetherBC annual report**.

As noted above, the government has already met and exceeded its legislated targets for 2024. Compared to 2016 levels, poverty among all persons in B.C. was down 26% by 2019 and the child poverty rate was down by 58%, representing 164,000 British Columbians, including 85,000 children, who were able to move out of poverty.

Despite the significant job losses because of the COVID pandemic, poverty declined further in 2020 as the federal and provincial governments provided over \$12 billion in COVID relief benefits to impacted British Columbians, significantly higher than the reduction in earnings. The total poverty rate was down 53% from 2016, and the child poverty rate was down 71%.

Continued success will mean higher incomes, reduced food insecurity and better outcomes for children living with poverty, including higher education and employment rates and improved health.



Pathway to Hope

In recent years, the B.C. government has heightened attention to people's mental health and well-being - a positive trend in many jurisdictions around the world.

A Pathway to Hope: A roadmap for making mental health and addictions care better for people in British Columbia charts a course to an improved future for health and well-being in B.C.

This strategy lays out government's 10-year vision for mental health and substance use care, in which people living in B.C. are supported from youth to adulthood and programs and services are available to tackle challenges early on.

It also identifies priority actions the government will take to help people experiencing mental health or substance use challenges right now, to promote wellness and prevent existing problems from getting worse. This roadmap of both short- and long-term changes to B.C.'s mental health and addictions care system is based on four pillars:

- » Wellness promotion and prevention
- » Seamless and integrated care
- » Indigenous health and wellness
- » Equitable access to culturally safe and effective care

A Pathway to Hope is a plan to begin transforming B.C.'s mental health and substance use service system from its current crisis-response approach to a system based on wellness promotion, prevention and early intervention where people are connected to culturally safe and effective care when they need it. At its heart, it represents a new way forward for B.C. built on compassion, care and the perspectives of people with lived experience of mental health and substance use challenges that break down barriers and meet people where they are.

In addition to A Pathway to Hope, the B.C. government continues to tackle the ongoing toxic drug crisis and public health emergency. Through historic investments, the government is building a seamless system of care where there was not one five years ago, including enhancements across the full spectrum of treatment and recovery, leading the country on decriminalization and investing in life-saving harm reduction measures, like prescribed safe supply.



AccessibleBC

Building an economy that works for everyone includes addressing barriers for the nearly one million people in B.C. who have disabilities. In 2021, the Province enacted the [Accessible British Columbia Act](#) to identify, prevent and remove barriers to the full participation of people with disabilities in our economy and society.

The Act enables the Province to develop standards and accountability mechanisms to address barriers as the Act is implemented. In addition to developing accessibility standards, government will work closely with stakeholders and the public to support a culture of accessibility and inclusion in B.C.

Key partners in this work include people with disabilities, advocates, businesses, local governments, and Indigenous peoples, who experience higher rates of disability relative to the non-Indigenous population.

Since the *Accessible British Columbia Act* became law, government has taken several key steps to implement legislation, including the establishment of a Provincial Accessibility Committee, Accessibility Plan and beginning the development of a new tool to make it easier to provide feedback to government about accessibility.

In 2022, government adopted a regulation prescribing public sector organizations under the *Accessible British Columbia Act*. Effective September 1, 2022, over 750 public sector organizations will be required to establish an accessibility committee, an accessibility plan and a mechanism to receive feedback on their accessibility.

Government reports each year on progress and success and an independent review will be conducted periodically to assess the effectiveness of the Act. The first independent review will occur after 5 years.



Action Against Racism

The goal of B.C.'s first Parliamentary Secretary for Anti-Racism Initiatives and the Province's Anti-Racism initiatives are to help dismantle systemic racism and build a more equitable province for everyone.

Advancing equity and social justice is the cornerstone of new strategies to address colonial biases, combat racism, reduce systemic barriers faced by Indigenous, Black and people of colour and build better understanding and respect for one another across British Columbia's diverse society. Key strategies include:



- » A new anti-racism Act that better serves everyone in B.C.
- » Working to reduce systemic discrimination and pave the way for race-based data collection essential to modernizing sectors like policing, health care and education
- » Engaging communities through the Resilience BC Anti-Racism Network and related initiatives to provide them with information, supports and training they need to respond to and prevent future incidents of racism
- » Honouring the Japanese-Canadian community by providing lasting recognition of the traumatic internment of more than 22,000 Japanese-Canadians during World War II

36% of British Columbians and 51% of Metro Vancouver residents self-identified as a person of colour or Indigenous in the 2016 census. While racism and discrimination against Indigenous, Black and people of colour has been a persistent issue in the province since colonization, socio-economic disparities between Indigenous, Black and people of colour in B.C. have, as in other parts of the world, been highlighted and exacerbated by the COVID-19 pandemic, and reports of hate crime and racist incidents in British Columbia have risen. Statistics Canada 2020 labour market data showed that Indigenous peoples living off-reserve, Black, Filipino, Chinese and South Asian Canadians were more significantly affected than white Canadians by pandemic-related job losses in 2020. At the same time, anti-Asian hate crimes in Vancouver increased by over 700% in 2020 compared to 2019.

B.C.'s latest move in the fight against racism is [new legislation](#) supporting secure race-based data collection. This will be critical in helping the Province identify and address gaps and inequalities in how programs and services are delivered.

The legislation has been co-developed with Indigenous Peoples and racialized communities throughout the Province. Indigenous, Black and people of colour will continue to partner on the implementation of the Act and inform how demographic data is collected, stored and turned into action.

This new initiative builds on other steps taken in the past few years to address racism, such as increasing funding for the Resilience BC Anti-Racism Network and more than 190 community organizations working to address racism and diversity throughout B.C.; reinstating the B.C. Human Rights Commissioner, reviewing the *Police Act*, developing an anti-racism action plan for kindergarten to Grade 12 and tackling anti-Indigenous racism in health care.

Progress and performance measures specific to anti-racism initiatives will be included in future B.C. ESG reports.



Immigration

The Province recognizes the importance of providing newcomers with access to settlement services and supports that help them thrive and contribute to B.C.'s socio-economic strengths. Settlement and integration programs help newcomers reach their full social and economic potential.

Overall, immigration is critical to sustaining and growing B.C.'s population, and immigrants help to fill many essential roles, such as in agriculture and health care. Under the [BC Settlement & Integration Services](#) program, the Province provides funding to over thirty organizations across B.C. to deliver settlement services to clients.

Services include help with finding employment and housing, support with accessing government programs, information about community services and specialized supports for vulnerable newcomers. Eligible clients include temporary workers, international post-secondary students, naturalized Canadian citizens, provincial nominees awaiting a decision on their permanent residency applications and refugee claimants. Permanent residents are served by the Federal Settlement Services program.

B.C. recognizes that many newcomers may experience challenges integrating into the provincial labour market. The Province works to ensure that immigrants also have access to labour market supports. Through the Credential Assessment Improvement Fund, B.C. has funded projects that reduce or remove unnecessary credential assessment barriers in regulated occupations. These projects include introducing a variety of online functions such as a self-assessment tool, web application systems, jurisprudence courses and online bridge training.

In recognition that systemic changes take time, B.C. also invests in services to help newcomers who need immediate assistance with credential assessment. Through the [Career Paths for Skilled Immigrants program](#), which provides people with education and training supports, B.C. has successfully supported newcomers to find skilled employment that recognizes their pre-arrival skills, knowledge, and experiences. Program outcomes show that approximately 70% of clients obtain employment in their pre-arrival field upon program completion and that clients' wages increase over the duration of the program. Career Paths is co-funded by with the federal government.

PERFORMANCE MEASURES

Immigration to B.C. has grown significantly since 2015. Temporary resident numbers (foreign workers and international students) have also increased significantly during that time. Going forward, essentially all population growth in B.C. will come from immigration. Public opinion polling consistently shows that British Columbians have the highest levels of support for immigration compared to any other province or territory. When working with Career Paths clients, the goal is to assist 70% of all clients to become employed in the field upon completion of the program. To date, this target has been met.



GOVERNANCE

BC government guiding principles:

- » **A better future through fighting climate change**
- » **Putting people first**
- » **Lasting and meaningful reconciliation**
- » **Equity and anti-racism**
- » **A strong, sustainable economy that works for everyone**

The Province is open, transparent and accountable and strives to lead by example, especially in areas of social and environmental policy.

Key aspects of B.C.'s governance approach are described below.



The Rights of Indigenous Peoples

Upholding the rights of Indigenous Peoples is paramount to successful ESG in B.C. The Government of B.C. passed the *Declaration on the Rights of Indigenous Peoples Act* (*Declaration Act*) in November 2019 to implement the UN Declaration, which the Truth and Reconciliation Commission confirms as the framework for reconciliation. *The Declaration Act* creates a path forward that respects the human rights of Indigenous Peoples, while ensuring transparency and predictability in the work government and Indigenous governing bodies do together.

The Declaration Act creates tangible opportunities for reconciliation and supports a strong economy that provides good jobs, facilitates diverse opportunities and ensures healthy communities. It enables a clear, transparent process for how the Province and Indigenous Peoples will work together to produce respectful partnerships that foster predictability and produce sustainable development while protecting the environment and respecting the rights of Indigenous Peoples.

The Province recognizes and supports a distinctions-based approach to its work, reflecting that First Nations, Métis and Inuit are distinct peoples with unique cultures, histories, rights and legal traditions in what is now B.C. The Province's relationship with each is reflective of its intent to ensure their respective rights, interests, priorities and circumstances are acknowledged and affirmed appropriately and respectfully.

The Declaration Act requires, in consultation and cooperation with Indigenous Peoples, for the B.C. government to:

- » Bring B.C.'s laws into alignment with the UN Declaration on the Rights of Indigenous Peoples (UN Declaration)
- » Develop and implement an Action Plan to achieve the objectives of the *Declaration Act*
- » Prepare an annual report on progress made on aligning laws and advancing the work of the Action Plan in B.C.

To ensure consistency across government in the alignment of the laws process, the Declaration Act Secretariat was established to provide clear and directive measures across government to ensure standards, processes, methodologies, measures and practice are consistent with the Act.



In addition to these core components, *the Declaration Act* enables the B.C. government and Indigenous governing bodies to enter accountable decision-making agreements. This includes agreements regarding the exercise of statutory powers of decision and agreements relating to the consent of an Indigenous governing body. By involving Indigenous people in decisions regarding lands, resources and matters that affect their communities, B.C. is demonstrating that reconciliation and economic development can go hand-in-hand by supporting strong environmental, social and governance standards.

The Declaration Act Action Plan 2022-2027 is the first of its kind. The plan provides a province-wide, whole-of-government framework to advance reconciliation in B.C. It describes the shared long-term goals and outcomes needed for the Province to meet the objectives of the UN Declaration over time, and specific actions that the Province will take over the next five years in consultation and cooperation with Indigenous Peoples in B.C. The Action Plan was developed through extensive consultation and cooperation with First Nations, Treaty partners, the Métis Nation and urban Indigenous representatives.

The Action Plan and annual reports on progress will increase transparency and certainty for business and investment in B.C. by outlining shared priorities for advancing reconciliation with Indigenous Peoples. The development of the Action Plan has also considered the perspectives of industry stakeholders, local governments and a variety of diverse partners. While reconciliation is a whole-of-government responsibility, the Ministry of Indigenous Relations and Reconciliation provides guidance and leadership to other areas of government with respect to establishing and enhancing relationships with Indigenous Peoples.

Grounded in the framework of the *Declaration Act* and its Action Plan, government is committed to creating opportunities for Indigenous Peoples to lead the transition to a B.C. where they can fully enjoy and exercise their distinct rights to maintain, control, develop, protect and transmit their cultural heritage, traditional knowledge, languages, food systems, sciences and technologies. Reconciliation in an ESG context means Indigenous peoples are supported by initiatives that promote connection, development, access and improvement, as well as full participation in all aspects of B.C.'s economy.

Founded on respect and recognition, B.C.'s government-to-government relationships and partnerships with Indigenous Peoples provide B.C. with a significant competitive advantage on the global market stage. Working in consultation and cooperation with Indigenous Peoples supports an environmentally and socially responsible future and ensures B.C. remains a destination of choice for sustainable investment.



Transparent, Accountable, Accessible Budgeting

A responsible approach to budgeting and fiscal planning recognizes that there are key environmental and socio-economic indicators needed to guide government's decisions as it strives to meet the needs of British Columbians while maintaining fiscal discipline. To ensure this broader perspective was considered in the development of Budget 2022, the Minister of Finance consulted with an ESG Advisory Council.

B.C.'s annual budget process – including planning and public reporting – is guided by the *Budget Transparency and Accountability Act* (BTAA). The Act ensures that, at every stage of budget making, the public is able to participate, be informed and hold the government accountable.

Since 2000, the BTAA has helped ensure:

- » Budgets founded on economic and fiscal forecasts are credible and can be understood by the public
- » A government that is accountable for program results, including through publicly posted reports such as Service Plans and Annual Service Plan Reports
- » Greater public confidence in the government's accounting practices and financial information
- » Budget information is more useful and comprehensible to the public
- » A disclosure process exists for all major capital projects detailing costs, benefits and risks

Other important benefits of BTAA include:

- » Annual public consultations are timed so that they can be incorporated as part of the annual budget, making the process more transparent, open and accessible
- » Improved accounting for fair representation of the government's finances (Generally Accepted Accounting Principles)
- » Consistency in reporting between the Budget and Fiscal Plan, and the Summary Financial Statements, allowing readers to compare government's planned and actual financial performance

Each year's **Budget and Fiscal Plan** contains three-year fiscal forecasts and five-year economic forecasts, key assumptions (economic, demographic, fiscal, accounting policy) and risks underlying the budget's economic and fiscal forecasts. It also contains an outlook report from the B.C. Economic Forecast Council – composed of independent forecasters from banks, other financial institutions and independent organizations.

Each member provides a forecast for provincial economic growth; the Province takes the average of these projections, and typically sets its own growth forecasts slightly lower.

The Province takes a conservative approach to forecasting revenues. For example, natural gas is one of B.C.'s key resources but, because it's subject to significant price volatility, the Ministry of Finance bases the natural gas revenue forecast on the lowest (20th) percentile of private sector forecasts. The Province also assigns an annual forecast allowance for each fiscal year, providing a budgetary cushion to soften the impacts of unexpected events.

The budget is delivered every February, with the date set in legislation. The Province's Strategic Plan and three-year service plans are tabled on the same day, laying out government's overarching vision, goals and priorities, and the goals, objectives and performance measures of all provincial ministries and Crown corporations.

PERFORMANCE MEASURES

The Province reports on its budgeting performance through [Public Accounts](#), which include the government's audited financial statements and other key financial information for the past fiscal year. The Province also provides quarterly updates, capturing government spending to date and forecasting spending to the end of the fiscal year.

Ministries and Crown corporations are accountable through Annual Service Plan Reports, tabled each year with the Public Accounts to provide the public with a clear understanding of how our results at the end of the fiscal year compare to the plans set out 12 months earlier.

Each service plan includes a statement signed by the minister responsible, acknowledging their personal accountability for the plan and for achieving its objectives and performance targets.





ESG Framework for Capital Projects

Government applies an ESG Framework for capital projects that guides the delivery of key government priorities through the development of provincial taxpayer-supported projects. In this context, applying an Environmental, Social and Governance lens to capital plan investments supports:

Labour Objectives – The B.C. government leverages public sector infrastructure investments to provide employment and apprentice training opportunities for traditionally underrepresented groups who want to build a career in the trades. Using project labour agreements such as the Community Benefits Agreement or procurement and contract terms public sector projects can help accelerate the development of the next generation of skilled workers and close current skills gaps.

New Child Care Spaces – Building new licensed child care spaces alongside existing public sector projects capitalizes on existing construction resources that are in place to achieve an additional government objective. B.C. has committed to creating 30,000 new licensed child care spaces within five years, and 40,000 spaces within seven years, through a partnership with the federal government. Creating new spaces within new public sector buildings will support this commitment.

Mass Timber Construction – By using mass timber as a structural component in new provincial buildings, government is demonstrating leadership in the use of this innovative building material, helping to mainstream the use of this value-added product and support the province's forestry industry.

CleanBC Objectives – By developing clear requirements for provincial buildings in terms of both emissions standards and climate resiliency measures, new provincial assets will be prepared for the climate of the future and contribute less to the causes of climate change today.

Governance – The Capital Asset Management Framework sets out government's expectations for the delivery and management of capital assets. It is composed of best practice guidelines and tools to support public sector agencies by describing the Province's principles, standards, policies and processes for managing capital assets such as schools, hospitals and transportation infrastructure. It highlights roles and responsibilities, risk management, financial and accounting considerations, reporting, procurement and planning processes that govern the management, review and approval of all of government's capital projects.

Established in 2002, the framework was released as part of a series of initiatives to strengthen fiscal sustainability. While the overarching principles of the Framework remain relevant, an update is required to reflect changes in policy, procedures and industry practices as well as to ensure capital projects are meeting expectations about the delivery of key government priorities. To this end, the Province is updating the Framework under the direction of the Deputy

Ministers and Industry Infrastructure Forum to reaffirm and reinforce the vision of the Capital Asset Management Framework throughout the lifecycle of public capital assets.

The Deputy Ministers and Industry Infrastructure Forum was created in 2013 and is composed of senior executives from ministries involved in capital asset construction and management, and senior representatives from the construction industry. It is co-chaired by the Deputy Minister of Finance and a representative from the BC Construction Association. Its main functions are to promote relationship building and develop and share information and best practices related to capital asset construction and management in B.C. The work of this forum highlights the importance of collaboration between government and the construction industry in the delivery of public infrastructure.



A Strong, Diverse, Modern Public Service

The B.C. government is one of the province's largest employers with a core staff of approximately 38,000 in communities throughout the province. It has long been ranked among Canada's top employers, earning additional accolades for its actions on diversity and the environment.

Every member of the BC Public Service takes an oath as a condition of employment, committing to uphold the integrity of the public service and abide by comprehensive Standards of Conduct that employees must review once a year.

Executive-level Ethics Advisors are available to all employees to provide advice in navigating ethical issues. The BC Public Service is also the first employer in the province to adopt the *Public Interest Disclosure Act*, which provides a framework for reporting specific kinds of serious wrongdoing with legislated protection from reprisal and annual reporting to ensure transparency.

Diversity

In 2021, the BC Public Service released [Where We Belong](#), a three-year diversity and inclusion strategy to ensure it reflects the people it serves, including Indigenous peoples, racialized communities, immigrants, persons with disabilities and people in 2SLGBTQ+ communities. The strategy builds on the work of the Province's 2017 three-year action plan, and aligns with and supports government's commitment to diversity, anti-racism, gender equity and equality, and reconciliation with Indigenous peoples.

The Crown Agencies and Board Resourcing Office within the Ministry of Finance provides ongoing advice and support to public sector organizations as they recruit for board leadership positions.

PERFORMANCE MEASURES

Part of the current strategy includes building a comprehensive evaluation framework. Work on this framework is currently underway.

The Province's diversity and inclusion strategy includes a list of improvements, including:

- » Targeted recruitment and outreach to under-represented groups
- » Establishment of Indigenous assistant deputy minister roles
- » A new LGBTQS+ inclusion index
- » Access to public service careers for youth aging out of government care.

As of 2019:

- » 27.4% of employees identified as visible minority
- » 16.5% identified as having a disability
- » 7.3% identified as 2SLGBTQ+
- » 5% identified as Indigenous
- » 1.1% identified as transgender or gender diverse

As of 2021, 60.9% of BC Public Service employees were women, including 53% at the executive level and 59.2% at the management level.

Conclusion

The Province sees reporting on environmental, social and governance priorities as a core part of responsible governance. Moving forward, consistent ESG reporting will provide information for investors and British Columbians on the sustainable and socially responsible practices at play here in B.C. As government plans ahead to B.C.'s economic future, it will continue to build on the strengths of the province – and focus on the needs of the people who live in it.



