

## HIGHLIGHTS OF INITIATIVES

- » EAED staff and executive engage on a regular basis with a number of First Nations. As part of their engagement, EAED:
  - Review available ethno-historical information to understand the historical movements and activities of particular First Nations;
  - Seek an understanding of their culture and spiritual beliefs and their integral connection with their territory;
  - Attend First Nations gatherings, and visit cultural and historic sites of particular importance; and
  - Learn a few words of their language.
- » MMRD translated key marketing materials such as the Opportunities Guide and slide presentations for investors into Chinese, and other documents into Korean to highlight B.C.'s rich mineral and coal resources.
- » The primary marketing webpage offers information in appropriate languages. [www.empr.gov.bc.ca/Mining/investors/Pages](http://www.empr.gov.bc.ca/Mining/investors/Pages)
- » The Mining Development Office has hosted delegations and communicated with clients from Germany, Japan, China, Philippines, Korea and Australia recently.
- » The Mining Development Office has employed an administrative staff member fluent in two Asian languages and has benefitted from those skills frequently in client interactions.
- » The regional geologists have been assigned back to the ministry and play a key role in explaining the mineral and coal industry and opportunities to area First Nations.

# Ministry of Environment and the Environmental Assessment Office

## MANDATE

The Ministry of Environment's vision is a "Clean, healthy and naturally diverse environment". To realize this vision the ministry has five goals:

1. Effective action on climate change;
2. Clean and safe water, land and air;
3. Healthy and diverse native species and ecosystems;
4. British Columbians share responsibility for the environment; and
5. Sustainable use of British Columbia's environmental resources.

To achieve these goals, the ministry encourages and maintains the effective protection, management and conservation of B.C.'s water, land, air and living resources. It administers the province's parks and protected areas and monitors and enforces compliance with environmental laws and regulations. It is also responsible for providing leadership to minimize the effects of climate change and ensuring that British Columbians and industry are prepared to adapt to the effects of a changing climate.

The Environmental Assessment Office leads a neutral and respected environmental assessment process that is inclusive and transparent, and contributes to British Columbia's economic, social and environmental sustainability.





**I live multiculturalism by...**

*Sharing my values and the story of my country.*

### **EXECUTIVE COMMITMENT TO MULTICULTURALISM**

Embracing diversity as part of our corporate culture is integral to our ability to meet citizens' needs and expectations. The Natural Resource Sector ministries began work on this in January 2012 with the release of a Diversity and Inclusiveness Plan. This work continues in the Natural Resource Sector Transformation Plan. The purpose of the initiative is twofold; internally, to achieve a more inclusive workplace culture and, externally, to ensure that our services meet the diverse needs of our communities.

Internally, we have developed a toolkit with practical aids to build employee understanding and awareness. This includes showcasing diversity and inclusiveness on our employee learning and development site. We have also launched an inclusion tool to evaluate policies, programs and services to ensure we meet the diverse needs of the citizens we serve. Looking forward, we will focus on further embedding diversity and inclusiveness into our organizational culture.

Externally, the ministry embraces the diversity of its stakeholders both in consultations and developing partnerships as different perspectives provide unique solutions to complex issues.

### **EMBRACING MULTICULTURALISM IN THE WORKPLACE**

A number of courses are offered to employees to support multiculturalism in our ministry. This includes workshops on Diversity in the Workplace and Discrimination Prevention. Tips on how to be more inclusive are also available to employees through the employee learning and development website. Valuing the uniqueness of every individual and being aware of our beliefs and how they may affect the way we treat others is integral to being inclusive.

Opportunities are also provided to employees to celebrate their heritage. For example, staffs participate in National Aboriginal Day each year. This allows others to see firsthand many of the traditions still practiced today.

Staff have also taken the opportunity to educate their colleagues about their cultures through lunch-and-learns, branch presentations and potlucks.

### **HIGHLIGHTS OF INITIATIVES**

#### **FIRST NATIONS**

The ministry continues its commitment to improving its relationship with First Nations. This is accomplished in a number of ways including increasing the ministry's communication and consultation with appropriate First Nations representatives and including them in our project approval processes.



The Conservation Officer Service is dedicated to developing and strengthening relationships with First Nations throughout B.C. and improving communication and cultural awareness.

It continues to support, implement and provide training on using restorative justice. The Conservation Officer Service uses a restorative justice approach, when appropriate, to engage First Nations in addressing environmental violations committed within their communities.

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.

