

The units are funded with \$50.9 million in one-time funding through the Off-Reserve Aboriginal Housing Trust, which was transferred from the Government of Canada to the Province. The Province is working in consultation with the Aboriginal Housing Management Association to administer this trust.

#### **ABORIGINAL HOMELESS OUTREACH**

BC Housing's Aboriginal Homeless Outreach Program provides urban and rural off-reserve Aboriginal people who are homeless or at risk of homelessness direct access to housing and other community resources in a culturally-sensitive manner.

At the core of the program are cultural awareness and sensitivity, respect for diversity and a spirit of flexibility in its approach to helping Aboriginal people and families who are homeless or at risk of homelessness to meet their goals of improved health, well-being and housing stability.

## BC Hydro

#### **MANDATE**

BC Hydro is a provincial Crown corporation with a mandate to generate, purchase, distribute and sell electricity.



#### **EXECUTIVE COMMITMENT TO MULTICULTURALISM**

- » BC Hydro's approach to multiculturalism is integrated within a broader diversity strategy.
- » Our method has been to establish a foundation of leading practices which are required to support a successful diversity and inclusion strategy, specifically:
  - A clear definition of the diversity goal and the supporting business case, including accountabilities, reporting, measurements and timetables;
  - Effective sourcing and recruitment strategies;
  - Awareness, engagement, and capacity building focused on leaders who understand the diversity strategy and can build and manage diverse teams; and,
  - Policies and infrastructure that support equity and inclusion.

- » BC Hydro's Board and Executive Team have approved a long-term goal to increase BC Hydro's representation of women, visible minorities, Aboriginal peoples and people with disabilities to be commensurate with representation levels in the BC Labour market.
- » BC Hydro defines diversity as understanding, recognizing and valuing the differences that make each person unique. Our focus is on programs and initiatives that deliver measureable outcomes in our workforce.
- » As of the end of December 2013, the following progress has been made towards achieving this goal across the four designated diversity categories.

**BC HYDRO DIVERSITY STATISTICS AS OF DECEMBER 31, 2013**

Diversity (BCH % representation)	Q4 F10	Q4 F11	Q4 F12	Q4 F13	Q3 F14
Women	31.1%	31.5%	30.5%	30.5%	29.9%
Visible Minorities	16.4%	17.5%	17.9%	18.1%	18.7%
Aboriginal Peoples	2.2%	2.3%	2.5%	2.6%	2.5%
Persons with Disabilities	2.0%	2.1%	2.1%	1.9%	1.8%

PRODUCED BY BC STATS, LABOUR & SOCIAL STATISTICS SECTION ON DECEMBER 17, 2013.

*Note: Data from BC Stats survey of new BC Hydro employees. Respondents that do not return their survey to BC Stats are assumed to not be from one of the four employment equity groups; therefore the above data will be underestimated.*

- » Reduction in the representation of women in 2013 was an outcome of an overall reduction of headcount, specifically back office functions.

Our vision and values inform and support our diversity program, including multiculturalism:

- » BC Hydro's vision of "Powering BC with clean, reliable electricity for generations" is inclusive of the changing demographics of the province. It acknowledges that our customers and increasingly our employees will be found in emerging Aboriginal talent, new Canadians and their children.
- » Our values are safety, accountability, integrity, service, teamwork and ingenuity.
  - Improved customer service – By reflecting the demographics of the communities we serve, BC Hydro will be better able to understand, communicate with and serve its customers.
  - Teamwork and ingenuity – Diverse teams produce better business results by bringing different perspectives for stronger creative thinking, balanced decisions and innovative solutions.

Mechanisms and processes to involve employees at all levels to promote diversity, including multiculturalism:

- » BC Hydro maintains a diversity focused role within Corporate Human Resources. The Manager of Diversity & Talent Management is responsible for the development, planning, implementation and reporting of BC Hydro's diversity strategy.

Diversity (BCH affiliations as of Dec 31, 2013)	Women	Visible Minorities	Aboriginal Peoples	Persons with Disabilities
BC Hydro Total Workforce	29.9%	18.7%	2.5%	1.8%
BC Total Workforce	48.2%	23.2%	4.1%	6.2%
BC Available Workforce*	25.7%	19.0%	2.6%	5.8%
BC Population	51.0%	24.8%	4.8%	5.8%

\*Available workforce reflects the occupational distribution of jobs at BC Hydro.

- » Employee and workplace policies articulate our commitment to a workplace that values diversity and is free of discrimination and harassment.
- » All employees receive mandatory respectful workplace training.
- » Resources and tools have been developed to support diversity in the workplace such as:
  - Quarterly enterprise diversity reporting (lagging indicator);
  - Diversity metrics on Business Unit scorecards;
  - Diversity Fact Sheet, Toolkit , Train-the-trainer materials, Scenario-based tools; and
  - Availability upon request of Cultural awareness/cultural literacy training.
- » BC Hydro also has multi-purpose quiet spaces for use by all employees at multiple locations for the purpose of reflection and faith-based practice onsite.

#### HIGHLIGHTS OF INITIATIVES

In 2013/14, BC Hydro received recognition as one of MediaCorp's "Top Employers in BC", "Top Diversity Employers in Canada" and one of the nations "Top Employers for New Canadians".



- » One of the outcomes of Aboriginal employee participation in the Progressive Aboriginal Relations (PAR) assessment in 2011 by the Canadian Council for Aboriginal Business was a recommendation to develop an Aboriginal Employee Network.

- » On June 21st, 2011, National Aboriginal Day, the Aboriginal employee (RAIN) network was launched. In the picture to the right, Engineer-in-Training, and Executive Team member of the RAIN Network, Ska-Hiish Manuel explains the name — Respectful Aboriginal Inclusion Nucleus (RAIN) and members of the Network gather to celebrate. The RAIN network charter was ratified and completed in 2012, and an interim executive was confirmed in 2013 which directs the priorities and activities of the network.



BC Hydro's Aboriginal Relations Team is jointly planning with Aboriginal employees through the RAIN Network, BC Hydro's celebration of National Aboriginal day on June 21, 2015. Plans include:

- » Two events at Edmonds, Dunsmuir and both will include talks from Aboriginal Leaders.
- » Employee workshops on cultural practices such as cedar weaving and story-telling.
- » Cafeterias will host a salmon and bannock menu.
- » Employees may enjoy traditional Aboriginal salmon and bannock.

- » BC Hydro provides financial and development support for the Hydro Employees' Multicultural Society (HEMS) and the more recently formed Hydro Aboriginal Employee' Network (RAIN). These employee resource groups celebrate and promote multiculturalism and inclusion through employee events during Multiculturalism Week, National Aboriginal Day and other specific cultural/religious holidays.
- » In 2013/14, the HEMS committee awarded scholarships to students at the high school and post-secondary level who demonstrated support for multiculturalism in their community and worked to build a more inclusive society.

In May of 2014, BC Hydro's new Strategic Aboriginal Engagement Committee began exploring opportunities for building relationships and embedding Aboriginal interests into how BC Hydro plans and undertakes work.



The committee's mandate is to provide advice and input, identify barriers and solutions, and generate innovative concepts and approaches to support the design and delivery of BC Hydro's planning and operations as well as its Aboriginal Relations strategy.

- » In 2013/14, the BC Hydro Youth Hire program, which is an entry-level job shadow program, provided 20 opportunities for Aboriginal youth and young women considering the trades, an opportunity to work with BC Hydro crews.

- » Since 2009, BC Hydro has sourced and relocated internationally trained employees from the United States, Jamaica, the United Kingdom, New Zealand, Australia, Italy and Egypt.
- » In 2013/14, volunteers from BC Hydro supported the engineering regulatory body, the Association of Professional Engineers and Geoscientists of BC, as assessors of credentials and applications of internationally trained professionals for the purpose of providing provisional, entry-level memberships to the Association.
- » In 2013/14, BC Hydro participated in several Utility Boot Camps, which is an initiative in partnership with Fortis BC Energy Inc., Enbridge, TransCanada, Kinder Morgan and Spectra Energy for Aboriginal participants to gain exposure to the electricity industry through training programs hosted on First Nation territories.
- » In 2014/15, \$192,562, which is approximately 10% of BC Hydro's total budget for corporate donations and sponsorships, was allocated to initiatives that support the development of mutually beneficial relationships between BC Hydro and Aboriginal communities. In 2013/14, such initiatives included support for community and regional events, business conferences, and educational support through scholarships.