

The list below highlights some of BCCIE's regular activities during 2013/14 that support multiculturalism:

- » Enhanced the B.C. Study Abroad Consortium – a virtual consortium of post-secondary study abroad providers designed to encourage more B.C. students to study in other countries and a greater number of smaller institutions to become engaged in this activity. In 2013/14, BCCIE grew the membership with two additional institutions joining the Consortium and offered one study abroad scholarship to a B.C. student.
- » Supported the B.C. government's IE Strategy, launched in May of 2012 by working to increase the number of international students who choose to study in B.C. as well as supported those international students to study in different communities across B.C.
- » Organized and hosted speaker series – coordinated ambassadors to speak about topics related to IE and provide cultural and market overviews.
- » Acted as liaison with Foreign Consular Corps – regular outreach to consular corps in support of outreach to the communities they represent.
- » Organized and hosted professional development events, conferences and roundtables – many directly supportive of the goals of multiculturalism and advancing internationalization. BCCIE's annual conference, Summer Seminar, had a theme of "Re-Imagining the Narrative" of International Education in order to promote the sector's core values of internationalism and multiculturalism.
- » Supported both incoming and outgoing delegations. In fiscal 2013/14, BCCIE led two outgoing delegations to China, one to Mongolia and one to Brazil. In addition, BCCIE led or coordinated three familiarization tours with delegates from the United States and Vietnam. BCCIE also hosted eight incoming delegations from China, Japan, India, Indonesia and Latin America.

# British Columbia Innovation Council

## MANDATE

The British Columbia Innovation Council (BCIC) encourages the development and application of advanced or innovative technologies to meet the needs of industry in B.C. We accelerate technology commercialization by supporting start-ups and developing entrepreneurs. With our partners, BCIC delivers programs and initiatives that promote company growth resulting in jobs, increased revenue and economic development in B.C.

BCIC is a Crown Agency of the Province of British Columbia.

## OUR VISION

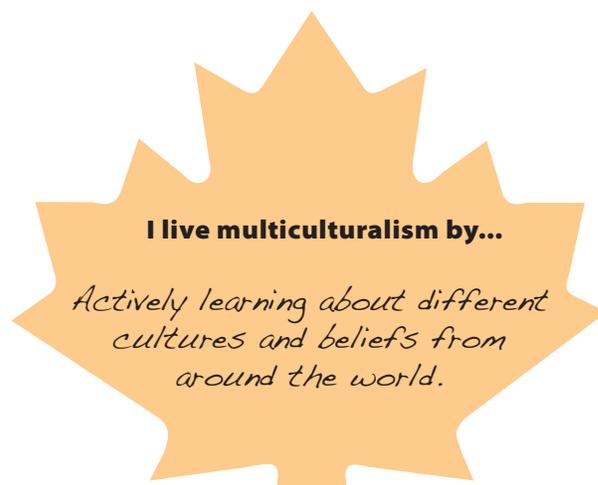
To make B.C. a great place for technology entrepreneurs and innovators.

## OUR MISSION

To build British Columbia's economy by accelerating the growth of B.C. ventures through the support of entrepreneurs and tech start-ups.

## ACTIVITIES

BCIC supports technology start-ups and entrepreneurs through our programs, sponsorship and competitions that facilitate technology commercialization.



## EXECUTIVE COMMITMENT TO MULTICULTURALISM

BCIC plays a leadership role in furthering technology innovation in all regions of B.C. through the delivery of programs to technology entrepreneurs and graduate students of all ethnicities, cultures and orientation. BCIC's partners in industry and academia uphold the same principles — that everyone, regardless of gender, sexual orientation, ethnicity, colour, religion or ability, has the right to participate in BCIC-supported education and entrepreneurial training programs that benefit their start-up companies.

BCIC seeks to embody equality through its employment and operational practices to ensure that no one is denied opportunity for reasons unrelated to ability.

## EMBRACING MULTICULTURALISM IN THE WORKPLACE

BCIC management supports and respects multiculturalism in the workplace. Recruitment and hiring is based on the qualifications, skills and training of all candidates. Our team reflects BC's multicultural and diverse population. Approximately 60 per cent of BCIC's staff are of different ethnic and cultural origins, and collectively, are fluent in seven languages including English, French, Cantonese, Mandarin, Ukrainian, Croatian and Norwegian. Similarly, participants in BCIC programs and activities also reflect the cultural diversity of our province.

BCIC's Social Committee has a mandate to create fun and engaging activities and events that are inclusive of all staff. Included among these are opportunities that showcase different cultures. BCIC staff is also encouraged to initiate opportunities for all staff to give back to our community and benefit others of varying economic, social and cultural backgrounds.

## HIGHLIGHTS OF INITIATIVES

- » All BCIC programs are created to benefit British Columbia-based technology start-ups and entrepreneurs of all ethnicities and cultures. BCIC also supports and delivers events that highlight B.C.'s tech community. A number of 2013/2014 initiatives fostered multiculturalism.
- » BCIC regularly hosts international delegations seeking information about British Columbia's approach to accelerating technology commercialization.
- » In 2013/14, BCIC provided presentations to a group of five organized by the Sichuan Provincial Science and Technology Association and another delegation of six organized by the People's Republic of China Ministry of Science and Technology.
- » In March 2014, Vancouver welcomed the TED Conference for the very first time. Close to 30 TED guests were given a glimpse of B.C. innovation in technology at the Best of BC Tech Showcase organized by BCIC at HootSuite. A dozen B.C. tech companies — from cleantech to med-tech to social enterprise — came together to expose their innovations to a contingent of some of the world's most influential business minds. Among the showcasing companies was FPCC FirstVoices, an online language archiving tool that enables documentation of the diverse First Nations alphabets, dictionaries, phrases, songs and stories in online archives.
- » BCIC provides financial support to 12 organizations that deliver the Venture Acceleration Program to entrepreneurs throughout B.C. Together, these partners make up the BC Acceleration Network. Each of these 12 organizations works closely with entrepreneurs of all ethnic backgrounds and cultures in their respective communities. For example, Sewllkwe Tracking Solutions of Kamloops provides reliable facility management systems incorporating online water data tracking to First Nations communities.
- » LEEF wound up operations in December 2012. BCIC continues to manage the administration of the program, including chairs leading research in the following areas: Aboriginal Environmental Health, Cultures and Ecosystems at Risk, Canada-India Business & Economic Development and Aboriginal Early Childhood Development (two chairs).

- » BCIC is the administrator of the Leading Edge Endowment Fund (LEEF), launched in April 2002 to encourage social and economic development in B.C. Using a cost-sharing partnership with the private sector, LEEF helped to establish Leadership Research Chairs at public, post-secondary institutions across the province in the areas of medical, social, environmental and technological research. The Fund also established Regional Innovation Chairs to create opportunities in communities through B.C.'s colleges, universities and institutes.
- » BCIC provided funding to the Science Fair Foundation BC to administer the Young Innovator Scholarships programs in 2013/14. The Young Innovator Scholarships are awarded to Grade 11 and 12 student winners of their school science fair, regional science fairs or school idea mash-up event. They are intended to support post-secondary education and future careers in science, technology and business entrepreneurship. This past year, approximately 30 per cent of recipients were of visible minority backgrounds.
- » Internally, BCIC's Social Committee organized two separate all-staff events to learn more about and celebrate different cultures. These included a dim sum lunch in honour of Chinese New Year and an Italian-themed dinner.

# British Columbia Investment Management Corporation

## MANDATE

British Columbia Investment Management Corporation (bcIMC) is a trust company established under the B.C. Public Sector Pension Plans Act, with a mandate to provide investment management services to the B.C. public sector pension plans, Provincial Government, public sector entities and other publicly administered trust funds of the Province.



## EXECUTIVE COMMITMENT TO MULTICULTURALISM

The approved Strategic Business Plan requires bcIMC to align our skills base and operations to support the demands of actively managing a global investment portfolio. Specific attention is given to building the skills necessary to support the global investment process and active management strategies. As a result, bcIMC's staff component is representative of the global community.