

- » We provide responsible gambling information brochures and materials to players in six languages in addition to English at casinos and community gaming centres across the province at our GameSense Info Centres. Players can also access responsible gambling information through discussion with interpreters in Lower Mainland facilities.

BC Oil and Gas Commission

MANDATE

Section 4 of the Oil and Gas Activities Act sets out the mandate and purposes of the BC Oil and Gas Commission (Commission) as follows.

- a. To regulate oil and gas activities in British Columbia in a manner that:
 - (i) Provides for the sound development of the oil and gas sector, by fostering a healthy environment, a sound economy and social well-being;
 - (ii) Conserves petroleum and natural gas resources;
 - (iii) Ensures safe and efficient practices; and
 - (iv) Assists owners of petroleum and natural gas resources to participate equitably in the production of shared pools of petroleum and natural gas.
- b. To provide for effective and efficient processes for the review of applications for permits and to ensure that applications that are approved are in the public interest having regard to environmental, economic and social effects.
- c. To encourage the participation of First Nations and aboriginal peoples in processes affecting them.
- d. To participate in planning processes.
- e. To undertake programs of education and communication in order to advance safe and efficient practices and the other purposes of the commission.

MISSION

We regulate oil and gas activities for the benefit of British Columbians. We achieve this by:

- » Protecting public safety;
- » Respecting those affected by oil and gas activities;
- » Conserving the environment; and
- » Supporting resource development.

Through the active engagement of our stakeholders and partners, we provide fair and timely decisions within our regulatory framework.

We support opportunities for employee growth, recognize individual and group contributions, demonstrate accountability at all levels, and instill pride and confidence in our organization. We serve with a passion for excellence.

VISION

To be the leading oil and gas regulator in Canada.

VALUES

- » Respectful
- » Accountable
- » Effective
- » Efficient
- » Responsive
- » Transparent



EXECUTIVE COMMITMENT TO MULTICULTURALISM

The Commission's Executive and Management supported diversity and multiculturalism in 2013/14 through a continued focus on the Workforce Plan, which includes engagement and diversity initiatives.

The Commission is currently working on several diversity and inclusiveness initiatives focusing on celebrating our differences while recognizing our diverse needs. This will ultimately allow the Commission to attract and retain talent from diverse segments of the workforce and add to the strength of our organization.

The Commission's formalized values include the value of being respectful, which supports respect for all staff, stakeholders and First Nations. The Commission is currently developing new measures to enhance its engagement with First Nations to ensure it is respecting those affected by oil and gas activities.

Throughout 2013/14, the Commission presented its single-window regulatory framework to several international delegations including representatives from Belgium, France, New Zealand, Korea and Turkey.

EMBRACING MULTICULTURALISM IN THE WORKPLACE

The Commission conducted a Diversity and Inclusiveness Survey in 2012 and the survey showed that 95% of Commission employees speak English most frequently at home. The survey indicated that 3.1% of employees identify as aboriginal (First Nations, Metis or Inuit) and 8% of employees identify as a non-aboriginal visible minority. The survey also found that at least 12% of the organization emigrated from one of 20 countries. Of those 12%, 35% have been in Canada less than 10 years.

To celebrate the diverse cultures represented in our workforce, the Commission held a potluck lunch in both its Victoria and Fort St. John offices to celebrate Multicultural Day in June 2013 and plan to continue this tradition in 2014. National Aboriginal Day also falls in June and last year Commission employees attended a First Nations event to celebrate Treaty Days with Prophet River First Nation in northeast B.C. Also attended was Doig Days, an annual celebration hosted by Doig River First Nation celebrating their culture and traditional way of life.

HIGHLIGHTS OF INITIATIVES

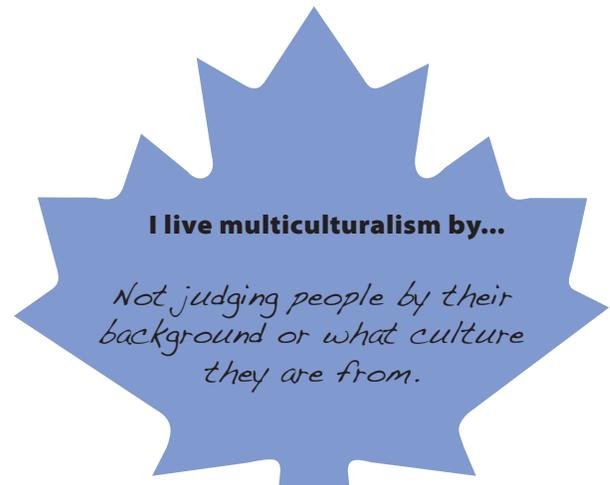
Externally, continued focus on building relationships with First Nations in B.C. throughout 2013/14 included 72 meetings with First Nations attended in person by Commission staff. This measure is tracked and will be reported in the Commission's 2013/14 Annual Report. The number of First Nations meetings attended in person by the Commission increased significantly throughout 2013/14, doubling from Q2 to Q3 and doubling again from Q3 to Q4. The Commission will continue to maintain effective service delivery through enhanced engagement initiatives with First Nations.

Internally, the Commission has supported ongoing multiculturalism initiatives in 2013/14 through its recognition of staff diversity at the annual Multicultural Day potluck event, and other diversity and inclusiveness initiatives. The Commission continues to focus on staff engagement, maintaining a respectful workplace and encouraging an organizational culture of diversity and inclusiveness for all staff. A connections event for new staff is held quarterly and features Respectful Workplace Training. The Commission also has a Student Employment Program attracting young and diverse talent to bring different perspectives to the organization. The Commission will continue to celebrate multiculturalism and diversity through these formalized programs and informal events throughout the year.

BC Pavilion Corporation

MANDATE

To generate economic and community benefit for the people of British Columbia through prudent management of public facilities.



EXECUTIVE COMMITMENT TO MULTICULTURALISM

A Workplace Diversity policy was created by employees and approved by the Corporation's Executive in 1997. BC Pavilion Corporation (PavCo) continues to reinforce this commitment to its core values of respect, fairness, integrity, and cross-cultural understanding in a safe working environment free from any form of harassment or discrimination.

KEY POLICIES AND STRUCTURES IN SUPPORT OF MULTICULTURALISM

The multicultural nature of the corporation's business, clients and staff is highly valued and discrimination among its workforce or client relations is not tolerated. Ongoing support is provided to enhance and integrate multicultural sensitivity into the organization. All advertisements to fill position vacancies within PavCo include an employment equity statement and encourage applications from visible minority groups.