

# British Columbia Pension Corporation

## MANDATE

The Pension Corporation is a non-profit agent of the College, Municipal, WorkSafeBC, Public Service and Teachers' Pension Plans. The corporation provides professional pension administration services on behalf of each of the plans' boards of trustees, members and employers. Funding for administrative services comes from the pension plans.



## EXECUTIVE COMMITMENT TO MULTICULTURALISM

The Pension Corporation continues to enrol its employees in a workshop called "Respect: The Source of Our Strength" that helps them explore and develop respectful mindsets, attitudes, values and self-esteem in the workplace.

In 2013/14, the Merit Commissioner recognized the Pension Corporation for its exemplary standards in hiring practices. With 60 new employees hired in 2013, we reached out to find coaches with diverse backgrounds and culture. This will continue to be best practice at the Pension Corporation as our employees come from a diverse range of backgrounds.

The executive supports initiatives that enable all employees to feel welcomed and supported in our work environment.

## KEY PROCESSES, POLICIES AND STRUCTURES IN SUPPORT OF MULTICULTURALISM

The Pension Corporation has a diverse workforce representing many different countries and cultures. We have 40 employees who speak several languages and are part of our Language Assistance Database, a translation service available on our intranet to help us communicate with clients who speak and write in languages other than English. Currently, the Pension Corporation can correspond in 21 different languages, such as French, Spanish, Mandarin, Amharic, Tamil, Tigrigna, Korean, Armenian and Russian.

We recently reached out to the Inter-Cultural Association of Victoria to become a member of the Community Partnership Network. This is a network that assists organizations in developing the capacity to attract, welcome and integrate newcomers into the workforce. We believe this initiative will help us to build additional support programs for our employees.

## HIGHLIGHTS OF INITIATIVES

- » Recognized and initiated the need to find coaches with diverse backgrounds.
- » Continued hiring individuals with diverse backgrounds.
- » Requested to partner with the Inter-Cultural Association of Victoria.
- » Established learning and development programs that build respectful mindsets, attitudes, values and self-esteem in the workplace.