

British Columbia Securities Commission

MANDATE

The British Columbia Securities Commission (BCSC) is the independent provincial government agency responsible for administering and enforcing the provincial Securities Act. The mission of the Commission is to protect and promote the public interest by fostering:

- » A securities market that is fair and efficient and warrants public confidence; and
- » A dynamic and competitive securities industry that provides investment opportunities and access to capital.



EXECUTIVE COMMITMENT TO MULTICULTURALISM

We are an employment equity employer. We welcome and value diversity in the workplace.

HR staff are trained on discrimination and harassment prevention, investigating and resolving harassment issues and how to reduce interpersonal conflict among employees of all backgrounds.

We have a Discrimination and Harassment Prevention Policy and we provide relevant training to all employees on an on-going basis.

We translate publications and multi-media presentations into Chinese and Punjabi to provide information to community-based groups on fraud and inappropriate investing.

EMBRACING MULTICULTURALISM IN THE WORKPLACE

We have a multitude of employees from different racial, religious and cultural backgrounds and we are open to cultural pluralism. More than 40 per cent of employees are from visible minorities.

Employees can take personal days for observing religious holidays of their faith (max. two days a year).

Employees of the commission speak 26 different languages including: Afrikaans, Austrian, Cantonese, Czechoslovakian, Danish, Dutch, Fijian, French, German, Greek, Hindi, Italian, Japanese, Mandarin, Polish, Portuguese, Punjabi, Russian, Serbo-Croatian, Shanghainese, Spanish, Swahili, Tagalog, Tamil, Turkish and Ukrainian.

Every year, members of the social committee organize international food events. This year, we had an Indian lunch in June and an Italian lunch in August.

HIGHLIGHTS OF INITIATIVES

Fiscal 2014 was the BC Securities Commission's third year of its Be Fraud Aware campaign — a three-year television, radio and print campaign to educate and warn British Columbians about the dangers of investment fraud. While the campaign was launched in October 2011 with a focus on the Chinese and South Asian communities, it was aimed at a more mainstream audience in the second and third years. However, there were continued efforts made to increase fraud awareness in ethnic communities with the use of radio, print, and online promotions.

The BCSC's InvestRight and outreach program provides investor education seminars, online and printed resources in languages for those from the South Asian, Chinese and Korean communities.

BCSC staff met with various community leaders from ethnic groups to promote and raise awareness about the BCSC, investment fraud and education, as well as how to report fraud in their communities.

BCSC staff also continued to participate in a series of multicultural workshops hosted by the City of Surrey – presenting investor education to seniors with Korean, Chinese and South Asian backgrounds.

BC Transit

MANDATE

BC Transit is the provincial Crown Corporation charged with coordinating the delivery of public transportation throughout British Columbia (outside the Greater Vancouver Regional District). BC Transit serves more than 1.5 million people, providing transit services to 130 communities in collaboration with 58 local government partners.

BC Transit's mandate includes planning, funding, marketing, managing fleets and contracting for the operations of transit services. According to the British Columbia Transit Act (Section 3.1), BC Transit is to "plan, acquire, construct or cause to be constructed public passenger transportation systems and rail systems that support regional growth strategies, official community plans, and the economic development of transit service areas" [and] "to provide for the maintenance and operation of those systems."



EXECUTIVE COMMITMENT TO MULTICULTURALISM

As a public transportation service, BC Transit supports diversity and multiculturalism with our employees, partners and customers. With Integrity as one (1) of BC Transit's six (6) values, we are committed to conducting ourselves honestly and respectfully.