

Columbia Basin Trust

MANDATE

The mandate of Columbia Basin Trust (CBT) is to manage its assets for the ongoing economic, environmental and social benefit of the region. The region served by CBT (the Columbia Basin) is defined in the Columbia Basin Trust Act. CBT's mission is to support efforts by the people of the Columbia Basin to create a legacy of social, economic and environmental well-being and to achieve greater self-sufficiency for present and future generations.



EXECUTIVE COMMITMENT TO MULTICULTURALISM

One of CBT's core values is respect, which includes respect for diversity and individuals from different cultural backgrounds. This value helps guide CBT in how it works in the Columbia Basin and how the Board of Directors and staff work with one another.

MULTICULTURALISM POLICY IN ORGANIZATION

CBT has a Code of Conduct Policy for its staff that specifically addresses discrimination (including cultural discrimination), and provides options for employees to report any harassment under its Whistleblower Policy. CBT staff sign a declaration of their understanding and acceptance of the Code of Conduct annually.

CBT supports communities in identifying and achieving their priorities. When communities identify multicultural projects as their priority, CBT is able to consider providing support.

HIGHLIGHTS OF INITIATIVES

CBT is a partner in the Waneta Expansion project with Fortis Inc. and Columbia Power Corporation. This hydroelectric dam expansion has equity hiring provisions and from January 1 to December 31, 2013, seven per cent of employees were of Aboriginal ancestry.

Some of the community projects supported by CBT in 2013/14 with a multicultural focus included:

- » St. Mary's Indian Band was supported to connect isolated elders with their community, nation, and culture through participating in social events and sharing their wisdom.
- » The Goat River South Channel Restoration project, a partnership between the Yaqan Nukiy (Lower Kootenay Band) and the Canadian Columbia River Intertribal Fisheries Commission.
- » The Circle of Indigenous Nations Society which supports parents or caregivers of Aboriginal children to learn about traditional parenting and Aboriginal culture.
- » A First Nations drum circle workshop in Valemount.
- » The Nelson Area Metis Society for Aboriginal singing and drumming.
- » Revelstoke Multicultural Society for their Carousel of Nations.
- » Village of New Denver's Nikkei Internment Memorial Centre's community outreach.
- » The St. Mary's Indian Band received funds to support the development of an Archaeological Inventory Survey and Management Plan.

- » St Eugene's Church restoration on the St. Mary's Ktunaxa reserve.
- » The Krestova Doukobor Community Society for upgrades to their hall.

As well, Columbia Basin Trust also supported numerous Aboriginal Day celebrations throughout our mandate area.



More than 300 Basin residents connected with each other at *Seeds for Success*, the 2013 Columbia Basin Symposium, held in Creston from October 18 to 20, 2013.

Columbia Power Corporation

MANDATE

- » Efficiently develop and operate commercially viable, environmentally sound and safe power project investments for the benefit of the Province and the residents of the Columbia Basin.
- » Act as the manager of power project joint ventures with Columbia Basin Trust.
- » Manage construction of the Waneta Expansion Project.
- » Plan for the future of the Corporation.



EXECUTIVE COMMITMENT TO MULTICULTURALISM

In 2013/2014, Columbia Power continued to support diversity and multiculturalism in our workplace and on our current project — the Waneta Expansion. Activities included:

- » Meeting targets for participation by First Nations and workers from equity seeking groups — including visible minorities — on the Waneta Expansion.
- » First Nations cultural awareness training for representatives from Columbia Power staff, the contractor and partner employees.