

Forestry Innovation Investment Ltd.

MANDATE

Forestry Innovation Investment (FII) is the Government of British Columbia's market development agency for forest products. FII works collaboratively with industry trade associations, other levels of government including the Government of Canada and other provinces, and with research institutions to enhance the value of B.C.'s forest resources and strengthen employment throughout the province.

FII's mandate, as specified in its Government's Letter of Expectations, is to work with the forest industry to develop and diversify markets for B.C. forest products while promoting B.C. as a world-class supplier of environmentally friendly forest products. Through these efforts, FII helps to strengthen the forest economy and create jobs in B.C.

MANDATE

- » Provide equal opportunity employment regardless of gender, race, colour or religion.
- » Ensure that all staff treat others in the workplace with respect and dignity.
- » Provide a work environment free of harassment and discrimination.

EXECUTIVE COMMITMENT TO MULTICULTURALISM

The FII executive is committed to delivering the organization's services and programs in a manner that is sensitive and responsive to the multicultural reality of British Columbia, and to the cultural and social contexts of all locations where activities are delivered. FII operates in an international context and the executive is committed to ensuring all staff in B.C. and in offshore locations receive the training and support necessary to engage in cross-cultural activities.



EMBRACING MULTICULTURALISM IN THE WORKPLACE

These three documents (listed below) contain information and guidelines in support of the mandate listed above and are distributed with each employee's Policies and Procedures binder.

1. Standards of Conduct Policy
2. An Employee's Guide to a Healthy Workplace
3. A Manager's Guide to a Healthy Workplace

FII's head office staff of 17 speaks a combined total of eight languages including English, Japanese, Mandarin, Cantonese, Hindi, German, French and Tagalog. In addition, staff at FII subsidiary companies in China and India speak multiple local languages and regional dialects. Multicultural understanding is integral to FII's operations and is fostered each year through regular visits to B.C. by international staff and visitor as well as through annual planning sessions that include the company's local and foreign staff.

HIGHLIGHTS OF INITIATIVES

Since it was established in 2003, FII has promoted and funded the cost of local language training for all Canadian staff working in its overseas offices. FII's staffing in China has since evolved to be comprised entirely of persons of Asian ancestry, and its initiatives are tailored to the cultural needs of the local communities in which it operates.

In 2012, FII established a second operating subsidiary based in Mumbai, India. Employees of FII India are all Indian nationals recruited in Mumbai.

From 2008 through 2012, FII engaged with industry in delivering reconstruction support in areas of Asia hard hit by natural disasters. For example, FII delivered several major reconstruction projects in Sichuan, China including a primary school, a school for the disabled and an elderly care facility. Following the March 2011 earthquake and tsunami in Japan, the Government of B.C., through FII, provided \$2 million towards reconstruction efforts in the disaster area. These funds were matched by additional contributions of \$2 million from the Government of Canada, \$460,000 from the B.C. forest sector and \$150,000 from the Province of Alberta.

As with the reconstruction work in China, projects for tsunami reconstruction in Japan were selected with input from local and regional governments as well as community user groups, and are designed specifically to meet local needs. The first two tsunami reconstruction projects were completed in 2013: the Donguri Anne Public Library and the Yuriage Public Market, both situated in Natori City. A third project, Oranda Jima House, and after school care centre located in Iwate Prefecture, was opened in May, 2014. A fourth and final reconstruction project, the Jericho Support Centre for Disabled Children in Fukushima Prefecture, is scheduled to start construction in the summer of 2014.

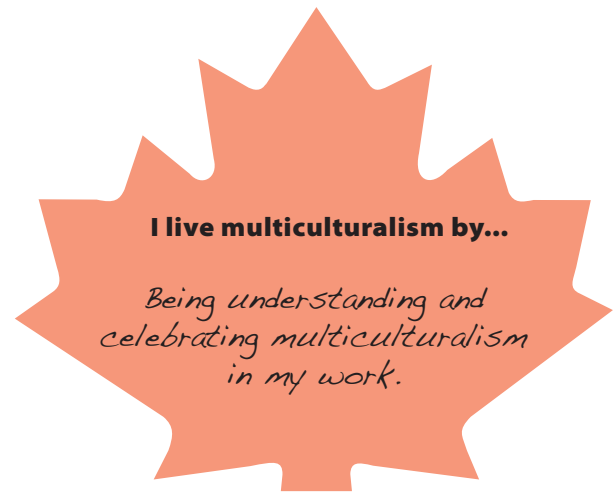
Providing reconstruction support in disaster areas not only delivers much-needed assistance for stricken communities, it also contributes greatly to deepening the bonds between the people and communities of British Columbia and our partners in Asia. These new schools and community facilities, which are designed to be focal points for local communities, are also serving as catalysts for building technical, educational and community exchange with British Columbia. Through this process, the reconstruction efforts are enhancing cross-cultural understanding and mutual respect.

Industry Training Authority

MANDATE

ITA's mandate and accountabilities are defined in the Industry Training Authority Act. An annual Government Letter of Expectations, signed by ITA's board Chair and the Minister of Jobs, Tourism and Skills Training provides additional direction.

ITA works with employers, employees, industry, labour, training providers and government to issue credentials, manage apprenticeships, set program standards and increase opportunities in approximately 100 BC trades.



PUBLIC INTERESTS SERVED

