All Aboard for TELP – Improving Onboarding and Orientation

Submitted by Kim Struthers, Manager of Workforce Programs/TELP Administrator and Lean Project Team Member

Since September 2016, a Lean project team has been hard at work to improve the Technician Entry Level Program (TELP) onboarding and orientation process for supervisors and employees.

I am part of this awesome team, which is made up of colleagues from across the province who are involved in the program, and I am pleased to report out on behalf of my team members.

As part of the project’s research phase, we surveyed past and current TELP employees (aka TELPs) and their supervisors. TELP supervisors requested more knowledge and training for their role, whereas TELPs indicated they could use more support and a clearer sense of program roles and responsibilities.

After we identified these pain points in the process, we went through a series of brainstorming and problem-solving exercises to come up with some solutions. These solutions fell into three main categories – training, communications, and tools and materials from which we built our action plan of 16 items.

The team has been hard at work on these action items over the past eight months. I’m pleased to announce that we have wrapped up the project, and we are celebrating its conclusion with the launch of a new TELP website!

Check out these great new resources which are now available:

- Frequently asked questions for TELPs and TELP Supervisors
- A program Roles and Responsibilities document
- A high-level roadmap of the onboarding and orientation process for TELPs and TELP Supervisors
- TELP and TELP Supervisor key work goals for their MyPerformance profiles
- A TELP Supervisor Guide

In addition to the hyperlinks provided above, the site is accessible through the TELP intranet hyperlink on TRANnet.

I’d like to give a huge shout out to my team members, whose dedication and commitment to this project have resulted in these great new resources and a new website. I know I speak on behalf of the team when I say that we hope this resource will benefit our TELP supervisors and employees and help make the onboarding and orientation process as smooth and efficient as possible.

If anyone has any questions about the program or project, please don’t hesitate to contact me.
Editor’s Note

Spring and summer have delivered some unusual situations this year, including extra-high water levels and flooding in many parts of the province.

District employees in the Okanagan Shuswap, Thompson Nicola, West Kootenay, Peace, Rocky Mountain and Cariboo have all been responding to widespread flooding, to keep people and goods moving safely along our roads and highways. During these prolonged massive efforts, it’s great that humour – even poetry – can put a refreshing perspective on big challenges. Check out Heidi Postiknoff’s original use of the word “squirrely” in describing the impact of March freshet that led to West Kootenay District terrain “Slip Slidin’ Away.”

(At last take, the West Kootenay District and others were still dealing with the power of nature that led to extensive road closures.)

Along the emergency response line, this issue of Road Runner also features the work of Disaster Financial Assistance Arrangement Co-op Chanpreet Gill, to deal with the costly consequences of last fall’s flooding in the Peace District. With all the 2017 floods, there will be more of this kind of work coming up. It’s wonderful to hear of the cohesive efforts by individuals across our ministry to perform the daunting task of gathering and preparing damage and repair documentation, which brings in financial assistance from the federal government.

I know that the collaborative spirit, communication and professionalism that is typical of ministry employees, will help everyone continue to step up to the demands at hand.

“It’s always helpful to have somebody help buoy you in difficult times and problem-solve with and to share the marvelous moments with as well.”

– Jane Poynter

Nancy McLeod
Editor
The Alaska Highway in northern B.C., the Yukon and Alaska is turning 75 years old this year – it’s been around for half of Canada’s history!

I would go so far as to say the Alaska Highway was to Second World War-era North America what the railroad was to Confederation. Just as the railroad was of greater significance to the country than merely a way to get from point A to point B, so too does the Alaska Highway tell our history, as it puts place names to our pioneering spirit.

Back in 1942, the Americans were feeling a little jumpy, with Japan breathing down their necks in the North Pacific. Alaska was pretty isolated because the only way to get to most places was by air or sea, both of which were vulnerable to the Japanese. A permanent, all-season land access was needed, so Canada agreed to allow the U.S. military to push a road through the Canadian wilderness.

In the early spring of 1942, thousands of troops and wave after wave of equipment were dispatched from various points throughout the north – Dawson Creek, Fort Nelson and Whitehorse, to name a few. They were able to create a very rough trail – more than 2,400 kilometres long – in just eight months. Over time, the highway has been shortened somewhat with the removal of many of the switchbacks that some believe were intentionally designed into the highway to deter possible air attack.

As if the time pressure of that initial construction was not enough, the challenges kept on coming. The swampy muskeg swallowed up more than a few vehicles, and freeze and thaw cycles made the task of road building almost unending. It’s hard to imagine what those workers had to endure, between the cold in winter, and deprivation and mosquitoes (dubbed “bush bombers”) in summer, making their long hours miserable.

It required a lot of world-class engineering to make a way through the vast and varied terrain. A person could write a book on the many bridges along this road. The first engineering marvel one encounters (on the old highway) is at Mile 20 – the Kiskatinaw Bridge. This is the first curved wooden bridge ever built in Canada, and one of the very few that still remain. This 190-foot curved and banked structure was built to accommodate the bend in the highway at this point along the river.

There are still people around who remember the collapse of the Taylor Bridge across the Peace River in 1957. It was precipitated by a landslide, which completely displaced the bridge’s concrete anchor blocks. (Happily, there were no injuries or loss of life). This event is well documented, and although the learning from this experience was applied to the replacement bridge, the river banks at Taylor continue to challenge the best engineering minds.

Ultimately, the U.S. military got its supply route, from rail’s end in Dawson Creek, through B.C. and the Yukon, and into Alaska. The Alaska Highway has come a long way from that “corduroy path,” built of logs through the bush, to where it is now able to accommodate all kinds of transport – from industrious commercial traffic to the innumerable tourist vehicles that make the pilgrimage each year.

There is a lot more fascinating information available about the historic route and engineering achievement, including a 1944 archival documentary produced by the U.S. Army, the unheralded contributions of African-American workers and celebratory events planned for this summer.

RENOWNED AUTHOR TRAVELS ALASKA HIGHWAY TO RESEARCH BLACK WORKERS

With the strategic requirement for an overland route from mainland United States to Alaska and a shortage of military personnel at the time, the U.S. drew on its black military contingent to build the Alaska Highway.

Fully one third of the 10,000 military labourers were African-American. They fought the perils of the Canadian wilderness just as their white counterparts did, and their efforts on this project are credited with desegregating the armed services in 1948.

Lawrence Hill, author of The Book of Negroes and The Illegal, will be travelling the Alaska Highway this summer to research his next book, exploring this little-known contribution to race relations.

Canadian author Lawrence Hill has been travelling the Alaska Highway during its 75th anniversary to research a new book. (Photo: CBC Books)
Partnerships Learning Moves Forward with Move-U
Submitted by Connie Van Schaik, Policy Analyst, Partnerships Department

Last spring, when Partnerships Department employees were consulted during the creation of the department’s first strategic plan, they identified a need for a formalized training plan to build a sustainable workforce.

Employees also indicated that they would like to learn together, and for the learning opportunities to involve employees from all three branches: Pacific Gateway; Properties and Land Management; and Transit and Crown Agency Programs.

Through further conversations, the concept of Move-U was born – a department-wide, flagship training opportunity, based on our vision, “Partnerships that Move Us.”

Move-U sessions are mandatory for all department employees, and enable staff to engage with both internal and external subject matter experts, in areas relevant to the work we do in the Partnerships Department. Sessions consist of seminar-style events with topics that are of interest to everyone.

The first Move-U session was March 1. We invited best-selling author and negotiation expert Peter Johnston (Negotiating with Giants), to provide advice and guidance on how to negotiate with anyone – from various levels of government to little children. (No guarantees on the last one!)

Highlights from Peter’s engaging session included:

- Negotiating is truly the art of influencing
- Key attributes of a successful negotiation include:
  - Being collaborative – relationship-building and good communication are important
  - Being open – changing your mindset can help you be more effective
  - Know who needs to be at the table – and equally as important, who doesn’t
  - Define the roles and responsibilities for each person on your team
  - Most important of all – explore the interests of all the parties at the table

Peter provided a number of examples of successful negotiations that influenced world events. One example was Harriet Beecher Stowe, the American abolitionist and author, whose goal was to end slavery. She wrote Uncle Tom’s Cabin, which became very popular and sold millions of copies. This led her to meet President Abraham Lincoln, and she was able to convince him to issue the emancipation order to abolish slavery. Peter said this was a perfect example of starting your negotiating long before you get to the table.

After the session, our employees provided feedback such as:

- “I found the session very interesting, and learned some new techniques.”
- “I found the presentation to be very enlightening and entertaining and would like to learn more. I also like that the principles and methods could be adapted to work in all types of situations ranging from business to family matters.”
- “I found it to be very instructive and relevant, and will use the information I learned about effective negotiating strategies for my daily work.”

Our first Move-U session was an extremely positive experience and we look forward to our next learning opportunity in a few months. If anyone has any questions about Move-U or wants to learn more, they can contact me.

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Ana Smirnova and Amy Hammerstedt were among employees directed to arm wrestle to illustrate that most people take a classic “win” or “lose” approach to negotiation.
2017 Direction Discussed at EAF Leadership Meeting with Executive
Submitted by Audrie Henry, Employee Advisory Forum Leadership Team

In April 2017, the Employee Advisory Forum’s (EAF) Leadership Team met with our Executive to provide an annual update on the EAF’s major accomplishments and deliverables in 2016, and discuss areas of focus for 2017.

EAF Vice-Chair Warren Lemky got us started with an overview of the EAF and provided a summary of our membership (more than 30 members spread across all departments throughout the province). Warren then summarized what the EAF will focus on during 2017/18, how the focus was determined and the role the EAF plays in making things happen.

EAF Strategic Human Resources Facilitator Krysta Groenewegen van der Weiden talked about the relationship between government-wide and ministry priorities, and the EAF:

- **Work Environment Survey** – The EAF will continue to support the survey and ensure EAF areas of focus align with 2015 survey results.
- **Succession Management** – The EAF will partner with the succession planning committee to deliver projects directly related to succession streams (such as supervisory excellence and knowledge management).
- **Where Ideas Work** – Initiatives from the BC Public Service Agency’s corporate plan will be a key focus of the EAF’s 2017 temperature checks (temperature checks are informal surveys where EAF members ask colleagues about their opinions on various topics). The spring temperature check focuses on innovation and empowerment; feedback on this topic will be collected and used by both the EAF and Executive.

Warren then provided an update on the November 2016 full forum meeting that was held in Victoria. One activity there allowed us to identify five priorities based on employees’ feedback from the 2016 temperature checks: supervisory skills, knowledge transfer, recognition, executive level communication and workspace and tools. Teams were formed to drill deeper into each of the topics. EAF members also drafted 84 submissions that will be mini projects, including Get2KnowMe, and teamwork and career development profiles. Watch for these as they are released in 2017.

Our newest Leadership Team member, Leanne Garand, provided some details on the EAF’s 2016 successes and areas of focus for 2017:

- 2016 saw the release of Get2KnowUs, Mentoring Matters and My Learning Journal. The EAF recognition calendar was also produced and TransAction was another great success!
- 2017 major projects include supervisory skills, knowledge management and recognition.

To wrap-up, I gave a summary of the 2016 temperature checks and asked Executive for their additional thoughts or feedback. We confirmed our topics for the 2017 temperature checks. The meeting and the conversations we had with Executive made me really thankful for how supportive our Executive is of the EAF and its members. Executive uses the information we provide to help make informed decisions.

So, what’s next? Watch for upcoming EAF projects and information on TRANnet News and in the Road Runner. If you have any questions or would like to know more about what the EAF does, please contact your local representative or check the EAF website.

Before I go, I’d like to give a warm welcome to our newest Leadership Team member, Leanne Garand, and a fond farewell to Kristen Spearman. We really enjoyed working with you, Kristen, and we appreciate all your contributions!
Information Security and Privacy – Lessons Learned

Submitted by Caner “Jenner” Budakoglu, Director of Information Management, Security and Privacy; and Lina Ma, Security and Privacy Analyst

Sometimes, the websites we trust can be compromised and used against us to distribute malicious software and infect our workstations.

Toward the end of 2016, our ministry information security group received a notification about an infected workstation, which was identified by a new security tool being tested by the Office of the Chief Information Officer. Analysis of network traffic confirmed that the tool was correct and the infection was a true positive.

On the surface, it appeared to be a common case of falling victim to a phishing e-mail leading to an infected workstation. However, on closer look at the website through which the malicious software was distributed, more interesting tidbits about the incident were uncovered. It turned out that the website was owned by an industry group and contained some content contributed by one of our ministry’s business units. Additionally, the website had already been compromised for some time before being detected by the new security tool.

It all started when one ministry user visited the compromised website and noticed that some strange characters were being displayed. Thinking that it was a workstation issue, that same ministry user asked a co-worker to visit the website and of course, the same strange characters appeared. These two users then asked some other co-workers to visit the website on their computers. In total, six workstations became infected by the malicious software as a result of the domino effect.

While we do our best to prevent them, information incidents do happen. It is important to know how to manage them.

What to do if you suspect or discover an information incident:

- Inform your supervisor.
- Report this event as an incident to the Shared Services Helpdesk at (250) 387-7000 option 3 (or toll-free 1-866-660-0811). The Security and/or Privacy Investigation teams will advise you of next steps.

For more about information security, take a look at our intranet page. If you have any questions about security or privacy, please contact us at: TRANInformationSecurity@gov.bc.ca.

What the Leader in You Means to Me

Submitted by Gillian Moxham, Senior Project and Policy Analyst

What does everyday leadership mean to you?

This question was posed to 28 ministry staff at the Leader in You Workshop, held on Feb. 22 and 23, in Victoria. That one question tabled at the outset inspired many responses from “being positive” to “listening” to “being aware of others’ strengths” to simply saying “good morning” to someone.

The workshop was facilitated by Randeep Tut, Jennifer Fraser and Steve Sirett, all Ministry of Transportation and Infrastructure staff. While the facilitators were skilled and well-prepared, the discussion and contributions of the participants were equally important in bringing value to the session. Since leadership can mean something different to everyone, understanding different perspectives on leadership is important for “formal” leaders in supervisory and strategic roles and “everyday leaders” alike.

Participants came from a variety of backgrounds and represented every department across the ministry. Over the course of the two-day workshop, there were numerous discussions and group activities which had the participants delve deep into the elements of leadership. Topics for discussion included how the system of government and our personal values link to leadership, the importance of building and maintaining trust, time management strategies and how they link to leadership, team development, leading change, managing conflict and coaching.

Through discussion and reflection, I came to realize that for me, great leadership takes ego out of the equation – good leaders are not afraid to admit to mistakes or that they don’t have the answers. Great leaders rely on the skills and expertise of others and are respectful, trusting and trust-worthy.

A quote by Donald H. McGannon stuck with me after the workshop: “Leadership is action, not position.”

This was the fifth Leader in You workshop, following a pilot in April of 2016. Additional Leader in You workshops are in development and the dates will be posted on TRANnet.
Piecing the Peace Back Together

Submitted by Chanpreet Gill, DFAA Project Assistant

Six months ago, I was in class at the University of Victoria, sitting in my familiar seat and listening to a lecture on venture capitalism.

I began to daydream about the last four years of my Bachelor of Commerce degree, and was overcome with mixed emotions, when I realized that I was eight short months away from graduation. Was I ready to enter the real world? I would soon find out.

In early 2017, I secured my fourth and final co-op term as a Disaster Financial Assistance Arrangement (DFAA) Project Administrator. In this role, I meticulously reviewed and organized millions of dollars worth of invoices, timecards and other documents related to the June 2016 floods that took place in the Peace District. These documents would make up a part of the Province of British Columbia’s claim for reimbursement from the federal government. There were about 300 sites that had been damaged in the flooding. As you can imagine, bringing together all the documentation of the damage and repairs, was a lot of work that required persistence and extreme organization. Fortunately, I am a very detail-oriented person and love a good challenge, so I was excited to dive right in!

But this was not a challenge I took on alone; in fact, it was very much a group endeavor. As a team with representatives from Headquarters, the Northern Region and the Peace District, over the course of four months, we critically reviewed thousands of pieces of paper, spent 24 nights away from home and drank far too much coffee. I should also mention, we were always in a boardroom that had no windows, to limit temptations from the outside world and keep us focused, I would assume. The DFAA process is extensive, detailed, and all encompassing, and achieving results is impossible without collaboration and communication between headquarters, the region and district staff. For me, the entire DFAA experience was eye opening and an amazing glimpse into government processes. Visiting Fort St. John and Prince George linked me to two incredible teams and helped me form new relationships.

Working as part of the DFAA team was a terrific opportunity that allowed me to apply and build upon my education in a truly meaningful way. I am incredibly proud of our work to help piece the Peace back together! As a team that stretches across the province, we accomplished a task that was beyond the reach of any individual person.

After completing this co-op term, I know I am ready to enter the real world with confidence.
Slip ‘Slidin’ Away in West Kootenay District
Submitted by Heidi Postnikoff, Road Area Manager

On the eve of March 17, a site to behold,
A waterfall cascading down and hitting the road!
During the following 48 hours, the events were large,
From rock falls to washouts to mudslides – the land was charged!

We were prepared for freshet,
But this seemed too early,
We simply stood back, and watched it go squirrely!
Alas! A couple of highway closures, was nothing to sweat,
As we were prepared, to work harder yet.

On Kootenay Pass and in the Creston Valley,
YRB and WKD came together to rally.
The mornings came early and the nights lasted long,
An event to remember that proved we were strong.

Twenty-nine locations, remedied in 29 days,
Perhaps not a record, but worthy of praise.
As the public remained safe,
And the sites all un-scathed.

A failure on Reclamation Road
was among 29 West Kootenay District sites requiring repair in March and April.
The Climate Action Program – Here to Help Reduce GHGs
Submitted by Rebecca Abernethy, Senior Policy Analyst

Our ministry has a Climate Action Program to help us, and the B.C. transportation sector overall, to reduce GHG emissions that cause global climate change.

With the transportation sector accounting for about 37 per cent of B.C.’s greenhouse gas (GHG) emissions, even small changes can result in big outcomes. Climate action initiatives often also have co-benefits such as saving money, providing more transportation options and improving the health of B.C. communities.

B.C.’s legislated GHG emission reduction targets are to lower emissions by 33 per cent by 2020 and 80 per cent by 2050 (relative to 2007 levels). In order to meet these targets, the transportation sector has work to do!

Who are we?
The Climate Action Program members are the ministry’s subject matter experts and representatives for climate-related plans, policies, projects and programs. It’s comprised of Climate Action and Active Transportation Manager Alan Callander, Senior Policy Analyst Rebecca Abernethy, Policy Analyst Hana Blazkova and Administrative Assistant Michelle Brethour.

We are part of the ministry’s Transportation Policy Branch which reports to Transportation Policy and Programs Department ADM Deborah Bowman.

What have we been doing recently?
The Climate Action Program worked with other parts of the ministry to contribute to the B.C. Climate Leadership Plan which was released in August 2016, and the Pan-Canadian Framework on Clean Growth and Climate Change which was released in December 2016. We represent the ministry on inter-agency groups, and the Province of British Columbia on national working groups, related to transportation emissions. Based on this work, we are preparing a three-year action plan for the transportation sector in B.C. with respect to climate change.

What are we up to now?
We are developing strategic climate action projects that will reduce GHG emissions from all types of transportation, which will support the B.C. Climate Leadership Plan, the Pan-Canadian Framework and the B.C. on the Move 10-Year Transportation Plan. Examples of projects we are working on include installing electric vehicle charging stations in rest areas around B.C. to encourage zero emission travel, as well as electrifying truck stops, so that heavy-duty vehicles can plug-in instead of idle their engines to power auxiliary equipment like refrigerators while parked.

We are also working with other branches in the ministry to cultivate climate-related ideas and assist in their execution. For example, we are collaborating with the Marine Branch to investigate green options for new inland ferries.

In addition to these projects, we also administer the BikeBC program, electric vehicles in high occupancy vehicle lanes decal program and carbon neutral government action reporting for the ministry, and support the Bike to Work BC campaign.

Get involved!
The Climate Action Program is here to help you. Are you wondering how you could reduce emissions from a project you are working on? Do you have an idea to reduce emissions in your work unit or area, or in the B.C. transportation sector in general? Are you looking for assistance in calculating the greenhouse gas benefits and business cases of different options? Would you be interested in a presentation to learn more about our group and what we can do for you?

We can help with all of that, and more! Please get in touch!

Climate Action Program employees: Hana Blazkova, Rebecca Abernethy, Michelle Brethour and Alan Callander.
Introducing the Information Management, Security and Privacy Team

Submitted by Caner “Jenner” Budakoglu, Director of Information Management, Security and Privacy; and Lina Ma, Security and Privacy Analyst

Have you met the passionate and dedicated individuals who make up the Information Management, Security and Privacy (IMSP) team at the Information Management Branch?

Most recently, they held a “Spring Ahead for Information Management, Security and Privacy” event to increase employee awareness, from May 2 to 4. Gislene Guenard, Michelle Tang, Rachelle Hartley, Lina Ma and Marion Ashton organized the fantastic three-day event which kicked off with a meet-and-greet session, that included representatives from various central agencies including Information Access Operations, the Office of the Chief Information Officer and the Corporate Information and Records Management Office. The event was packed with nine different sessions on topics such as Cyber 101, information security incidents, email management, litigation and document discovery, and freedom of information. Thank you, to all who attended, whether in person or via online broadcast at one of the 11 regional boardrooms.

For those who could not make it, or missed a session, despair not – presentation materials are now available on our FOI website on TRANnet.

The event featured much of what the team focuses on day to day, as they provide ministry clients with a range of services, in four areas.

Information Management

The IMSP unit collaborates on behalf of the ministry, with the Corporate Information and Records Management Office, on implementation of the Information Management Act and updates the ministry on important developments in the information management area. To modernize the management of government information, the Document Disposal Act has been replaced by the Information Management Act, which came into force on May 10, 2016 and includes some important digital record keeping changes.

Information Security

Assisting business areas with completing security threat and risk assessments is another client service. The ISMP unit also performs annual information security reviews, responds to information security incidents, supports audit organizations with information system or security-related audits, and works to increase staff awareness through presentations, awareness articles and other training activities.

Freedom of Information

Ministry information requests under the Freedom of Information and Protection of Privacy Act, are coordinated by the IMSP unit, which works with program area staff to respond in a timely, open, accurate and complete manner. Our ministry maintains one of the best on-time response rates in the provincial government.

Privacy

The IMSP unit also assists with privacy impact assessments, which are used to determine any personal information privacy risks for a wide range of initiatives. These include proposed public engagement events for large infrastructure projects, deploying cameras for new purposes, using new technologies like unmanned aerial vehicles; creating new websites, IT systems and surveys; and enacting new legislation and regulations.

Unit members also respond to privacy incidents, organize privacy awareness events and implement requirements under the Privacy Management and Accountability Policy. Another responsibility is to develop information sharing agreements for various purposes with organizations like ICBC, Statistics Canada, TransLink or B.C. municipalities.

If you have questions about freedom of information, please contact us at MTIFOIrequests@gov.bc.ca For questions about information management, information security and privacy, please contact us at TRANInformationSecurity@gov.bc.ca.
So Long, Farewell…But Hopefully Not Goodbye!
Submitted by Rakiya Larkin, Strategic Human Resources Coordinator and AYIP intern

Wow, can you believe that nine months has gone by? I know I can’t and I am definitely not ready for it to be over either!

Going through the Aboriginal Youth Internship Program has been a remarkable experience and I cannot speak highly enough of the program, my cohort, the supervisors, the mentors and all the people and teams that have had a hand in making the program what it is. From the anticipation of hoping to be one of 25 interns selected, and the excitement of finding out my ministry, to meeting my cohort and getting to know my supervisors and mentors, this experience has been one I will never forget. I am truly grateful for every step of this journey – every challenge, opportunity, success and struggle. I raise my hands up to everyone who is involved in this program from past years and to those who will carry us forward into the future.

When I started on this journey, I wasn’t sure what to expect and I had a lot of feelings of anxiousness, excitement and worry. Are they going to like me? Am I what they were hoping for? Will I do a good job? Will I make a difference? I had all of these questions and more, just as one does entering a new job, but even more so as an Aboriginal youth entering government for the first time. I wanted to make sure that wherever I was going, I would make a difference and have an impact, no matter how small. So what better place to start than in Strategic Human Resources!

With my academic background focusing on human resources, and my passions for people and creating change, this branch was the perfect fit. This is the most wonderful, dedicated, hard-working, fun and caring team that I have ever had the privilege of working with – the ministry is lucky to have all of them. I have been given opportunities and I have made new friends and created great connections. I have also learned new skills and strengthened those that I already possess, and I have challenged myself and been challenged. As an Aboriginal youth I have gained and learned so much about who I am, and what I am capable of accomplishing. This ministry has opened doors for me and it has been a real pleasure working with such motivated and genuine individuals, who truly care about the work they do and the impact it has for the ministry’s employees.

From start to finish, I want to thank my team immensely for these past nine months and for supporting me at every stage of this journey. From setting up my email IDIR account on the first day, to supporting my Aboriginal Cultural Awareness Series and reviewing each presentation, to celebrating my birthday and being there for me when some days got tough, this has truly been one of the most amazing experiences I have had. They did such a great job of making me feel important, valued and a part of this team, that I can honestly and whole-heartedly say that I can see myself continuing to work within government and for the BC Public Service.

A huge thank you to my Strategic Human Resources Branch colleagues: Melissa Thickens, Kim Kennedy, Raji Basi, Gaylynn Cook, Krysta Groenewegen van der Weiden, Nick Nixon, Jaclyn Sadler, Kim Struthers and Randep Tut. You all have made these past nine months, nothing short of incredible!

Gilak’asla my colleagues, friends and allies. I look forward to when our paths cross again soon!