



Ref. 51992

April 15, 2021

Laax Lo'op Cynthia Jensen Fisk  
Board Chair First Peoples' Cultural Council  
1A Boat Ramp Road  
Brentwood Bay BC V8M 1N9

Dear Laax Lo'op Cynthia Jensen Fisk:

On behalf of Premier Horgan and the Executive Council, I would like to extend my thanks to you and your board members for the dedication, expertise and skills with which you serve the people of British Columbia.

Every public sector organization is accountable to the citizens of British Columbia. The expectations of British Columbians are identified through their elected representatives, the members of the Legislative Assembly. Your contributions advance and protect the public interest of all British Columbians and through your work, you are supporting a society in which the people of this province can exercise their democratic rights, and trust and feel protected by their public institutions.

You are serving British Columbians at a time when people in our province face significant challenges as a result of the global COVID-19 pandemic. Recovering from the pandemic will require focused direction, strong alignment, and ongoing engagement between public sector organizations and government. It will require all Crowns to adapt to changing circumstances and follow Public Health orders and guidelines as you find ways to deliver your services to citizens.

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This mandate letter, which I am sending in my capacity as Minister responsible for the First Peoples' Cultural Council, on behalf of the Executive Council, communicates expectations for your organization. It sets out overarching principles relevant to the entire public sector and provides specific direction to the First Peoples' Cultural Council about priorities and expectations for the coming fiscal year.

I expect that the following five foundational principles will inform your agency's policies and programs:

- **Putting people first:** We are committed to working with you to put people first. You and your board are uniquely positioned to advance and protect the public interest and I expect that you will consider how your board's decisions maintain, protect and enhance the public services people rely on and make life more affordable for everyone.
- **Lasting and meaningful reconciliation:** Reconciliation is an ongoing process and a shared responsibility for us all. Government's unanimous passage of the *Declaration of the Rights of Indigenous Peoples Act* was a significant step forward in this journey – one that all Crown Agencies are expected to support as we work in cooperation with Indigenous peoples to establish a clear and sustainable path to lasting reconciliation. True reconciliation will take time and ongoing commitment to work with Indigenous peoples as they move towards self-determination. Guiding these efforts, Crown agencies must also remain focused on creating opportunities that implement the Truth and Reconciliation Commission through your mandate.
- **Equity and anti-racism:** Our province's history, identity and strength are rooted in its diverse population. Yet racialized and marginalized people face historic and present-day barriers that limit their full participation in their communities, workplaces, government and their lives. The public sector has a moral and ethical responsibility to tackle systemic discrimination in all its forms – and every public sector organization has a role in this work. All Crowns are expected to adopt the Gender-Based Analysis Plus (GBA+) lens to ensure equity is reflected in your operations and programs. Similarly, appointments resulting in strong public sector boards that reflect the diversity of British Columbia will help achieve effective and citizen-centred governance.

- **A better future through fighting climate change:** Announced in December 2018, the CleanBC climate action plan puts our province on the path to a cleaner, better future by building a low-carbon economy with new clean energy jobs and opportunities, protecting our clean air, land and water and supporting communities to prepare for carbon impacts. As part of the accountability framework established in CleanBC, and consistent with the *Climate Change Accountability Act*, please ensure your organization aligns operations with targets and strategies for minimizing greenhouse gas emissions and managing climate change risk, including the CleanBC target of a 50% reduction in public sector building emissions and a 40% reduction in public sector fleet emissions by 2030. Your organization is expected to work with government to report out on these plans and activities as required by legislation.
- **A strong, sustainable economy that works for everyone:** I expect that you will identify new and flexible ways to achieve your mandate and serve the citizens of British Columbia within the guidelines established by the Provincial Health Officer and considering best practices for conducting business during the pandemic. Collectively, our public sector will continue to support British Columbians through the pandemic and economic recovery by investing in health care, getting people back to work, helping businesses and communities, and building the clean, innovative economy of the future. As a public sector organization, I expect that you will consider how your decisions and operations reflect environmental, social and governance factors and contribute to this future.

The Crown Agencies and Board Resourcing Office (CABRO), with the Ministry of Finance, will continue to support you and your board on recruitment and appointments as needed, and will be expanding professional development opportunities in 2021/22. This will include online training and information about provincial government initiatives to foster engaged and informed boards.

Under the *First People's Heritage, Language and Culture Act*, government directed the First Peoples' Cultural Council to protect, revitalize and enhance First Nations' heritage, language, culture, and arts. Working together, I expect that you will make substantive progress on the following priorities and incorporate them in the goals, objectives and performance measures in your 2021/22 Service Plan:

- Support Indigenous communities to reach goals through delivering successful language, arts, and cultural heritage programs by providing funding grants, coaching, resources, professional development and training.
- Provide advice and increase collaboration with B.C. government ministries whose mandates intersect with FPCC's on the policy and actions required to meet government's commitments to implement the *Declaration on the Rights of Indigenous Peoples Act* and the Truth and Reconciliation Commission Calls to Action that relate to languages, culture, arts, and heritage.
- Design and implement Indigenous language, arts, and cultural heritage programming that will most effectively transmit cultural knowledge to new generations and achieve mandate.
- Continue to raise the profile of the importance of protecting, revitalizing, and enhancing Indigenous languages, arts, and cultural heritage in B.C. by promoting the work of the FPCC, community partners, and other stakeholders around the province and across Canada.

Each board member is required to sign the Mandate Letter to acknowledge government's direction to your organization. The signed Mandate Letter is to be posted publicly on your organization's website in spring 2021.

I look forward to continuing to work with you and your Board colleagues to build a better B.C.

Sincerely,



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Honourable Murray Rankin  
Minister of Indigenous Relations and Reconciliation

Date: April 15, 2021

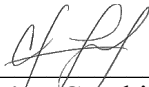
CC: Honourable John Horgan  
Premier

Lori Wanamaker, Deputy Minister  
Premier's Office

Heather Wood, Deputy Minister and Secretary to Treasury Board  
Ministry of Finance

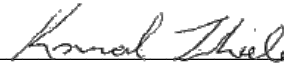
Douglas S. Scott, Deputy Minister, Crown Agencies Secretariat  
Ministry of Finance

Doug Caul, Deputy Minister  
Ministry of Indigenous Relations and Reconciliation



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Laax Lo'op Cynthia Jensen Fisk  
Board Chair  
First Peoples' Cultural Council

Date: April 19, 2021



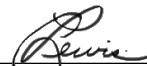
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Konrad Thiele  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Jaskwaan Amanda Bedard  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Carla Lewis  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Connie Linda Watts  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Málágius Gerald Lawson  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



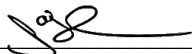
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Shulqwilum Ray Harris  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Grant Alphonse  
Board Member  
First Peoples' Cultural Council

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Edōsdi Judith Thompson  
Board Member  
First Peoples' Cultural Council

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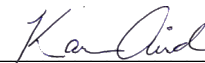
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T'lalis Mike Willie  
Board Member  
First Peoples' Cultural Council

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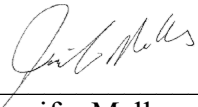
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Etimot Sharlene Frank  
Board Member  
First Peoples' Cultural Council

Date: April 19, 2021



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Karen Aird  
Acting/Chief Executive Officer  
First Peoples' Cultural Council

Date: April 19, 2021



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Jennifer Melles  
Board Member  
First Peoples' Cultural Council

Date: April 15 2021