

First Peoples' Cultural Council

2021/22 – 2023/24 Service Plan

April 2021



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Board Chair's Accountability Statement



The 2021/22 – 2023/24 First Peoples' Cultural Council Service Plan was prepared under the Board's direction in accordance with the *Budget Transparency and Accountability Act*. The plan is consistent with government's strategic priorities and fiscal plan. The Board is accountable for the contents of the plan, including what has been included in the plan and how it has been reported. The Board is responsible for the validity of the information included in the plan.

All significant assumptions, policy decisions, events and identified risks, as of January 31, 2021 have been considered in preparing the plan. The performance measures presented are consistent with the *Budget Transparency and Accountability Act*, the First Peoples' Cultural Council's mandate and goals, and focus on aspects critical to the organization's performance. The targets in this plan have been determined based on an assessment of the First Peoples' Cultural Council's operating environment, forecast conditions, risk assessment and past performance.

A handwritten signature in black ink, appearing to read 'CJ Fisk'.

Cynthia Jensen Fisk
Board Chair

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Strategic Direction and Alignment with Government Priorities

In 2021/22, British Columbians continue to 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 the Government of British Columbia. The government has identified five foundational principles that will inform each Crown agency's policies and programs and contribute to COVID recovery: putting people first, lasting and meaningful reconciliation, equity and anti-racism, a better future through fighting climate change and meeting our greenhouse gas commitments, and a strong, sustainable economy that works for everyone.

This direction influences operations for the First Peoples' Cultural Council (FPCC). As an Indigenous-led Crown Corporation with a mandate to protect, revitalize and enhance First Nations heritage, language, culture and arts, as set out in the [First Peoples' Heritage, Language and Culture Act](#) and the [2021-22 Mandate Letter](#), FPCC provides a model to support lasting and meaningful reconciliation. The FPCC Advisory Committee provides for representation from each First Nations language group in B.C.

Through its work FPCC addresses equity and anti-racism priorities by helping First Nations rebuild Indigenous cultural systems that were disrupted by cultural genocide. It provides funding, training, resources, coaching, technology and project management support to assist communities with this critical work.

FPCC supports a better future through fighting climate change. For example, through the FPCC Oral Histories Program, FPCC is helping communities gather oral histories for an online archive that will inform future generations about how Indigenous peoples adapted to challenges such as climate change.

In 2021/22, FPCC will continue to contribute to COVID-19 recovery and put people first through providing employment, funding and programs that serve people in Indigenous communities throughout B.C.'s economic regions, supporting a strong, sustainable economy that works for everyone.

Operating Environment

As an organization that is reliant on grant funding from public and private partners, FPCC is impacted by economic, social and political trends.

The COVID-19 pandemic has created more urgency than ever for FPCC to fulfill its mandate to revitalize Indigenous languages, art forms and cultural heritage, as it puts at risk the few remaining fluent speakers, Elders, and knowledge keepers. In 2021/22, FPCC will continue to support communities to adapt their programming to help limit the spread of COVID-19. This can be done by adopting new approaches to meet program goals and increasing use of technology. FPCC works to support Indigenous communities to fulfil their right to speak their languages and maintain and safeguard their cultures. As the number of fluent speakers and traditional artists age, it is ever more important that they have opportunities to pass on their knowledge.

The FPCC operating environment is influenced by input from the FPCC Advisory Committee and community demand. For example, a heritage infrastructure grant to support shovel-ready infrastructure projects resulted in a significant influx of applications, demonstrating a high demand for this type of funding.

Support for Indigenous rights and self-determination has increased in recent years. In 2019, B.C. passed the [*Declaration on the Rights of Indigenous Peoples Act*](#), which is directly linked to FPCC's work as it acknowledges the rights of Indigenous peoples to revitalize, practice and pass on to future generations their languages, arts and cultural heritage.

Greater public awareness of reconciliation and systemic racism has brought attention to goals that are central to FPCC's mission, including the importance of Indigenous self-determination and equitable resources for Indigenous artists, language champions and cultural heritage experts. The provincial government has committed to equity and anti-racism, as well as to shifting away from short-term transactional arrangements to long-term agreements that recognize and support reconciliation, self-determination and economic independence. These commitments align with FPCC's work as an Indigenous-led organization. Systemic change will support a transition towards Indigenous-led funding models, and though this will take time, there is increased public understanding and support.

FPCC currently forecasts that about \$8.6 million will remain of the province's \$50 million investment to support language revitalization at its 2020/21 year-end. Securing funding for arts and cultural heritage has been challenging, but FPCC anticipates that as awareness grows, there will be interest in continued support for language revitalization work. With funders placing a focus on boosting the economy and economic recovery, FPCC is well positioned to contribute to these priorities as grants and training provide employment to Indigenous people.

Languages

FPCC will continue to focus on funding immersion programs that create speakers of B.C. First Nations languages. The organization will assist communities to develop capacity by providing training and resources as well as supporting the development of community-led language revitalization plans.

Due to the COVID-19 pandemic, many communities diverted 2020/21 funds from in-person learning to developing new language resources. While in-person programming will resume in the future, FPCC expects to see a continued focus on language resource development. As technology skills grow, communities are likely to find new and innovative ways to use language data they have documented to create language learning tools and resources. Through FirstVoices, the FPCC language technology program, the organization will continue to enable communities to meet their goals through free, accessible and Indigenous-owned technology solutions.

Arts

Fiscal year 2020/21 has been a challenging year for artists. Indigenous artists typically earn less than non-Indigenous artists, making the impacts of the COVID-19 pandemic more extreme. Performing artists have been especially hard hit.

FPCC expects that the coming years will bring increased innovation in the arts as a result of the COVID-19 pandemic and more creative uses of technology to develop and share arts. FPCC is responsive to community needs and plans to develop programming that supports arts and arts infrastructure, such as spaces to make and share art and professional mentorship opportunities. FPCC is conducting research on the vitality of Indigenous art forms, and this research may inform the direction of future funding priorities.

Cultural Heritage

FPCC developed new funding agreements in 2020/21 that support the development and delivery of four new grant streams, an Indigenous Cultural Heritage Toolkit and continued funding for the Indigenous Cultural Heritage Advisory Committee.

FPCC's cultural heritage work is also linked to the impacts of climate change, as many cultural heritage sites are situated in fragile ecosystems and unique locations that are threatened by climate change. As both Canada and B.C. have expressed an urgency to develop climate strategies that braid Indigenous knowledge and western science, FPCC hopes to see increased opportunities to support Indigenous communities to protect sites-at-risk and develop monitoring, adaptation and intervention strategies. A Memorandum of Understanding between FPCC and the B.C. Ministry of Environment and Climate Change Strategy signed in 2020 will support Indigenous communities in identifying and implementing mitigation strategies related to the impacts of climate change on their cultural heritage.

In the coming years, FPCC aims to increase understanding of Indigenous cultural heritage within B.C.'s heritage sector, build professional networks, and develop community capacity for cultural heritage work through tools, resources, training and funding.

Performance Planning¹

Goal 1: Sustain and invest in the lasting vitality of B.C. First Nations languages through successful language revitalization strategies

Objective 1.1: Document every B.C. First Nations language and ensure every First Nations person has access to their language via FirstVoices.com

Key Strategies

- Support B.C. First Nations communities to document their languages by providing funding and training in the technical skills required to create and build language archives.
- Enhance usability of FirstVoices.com through technology improvements.
- Increase opportunities for communities to use their data to develop interactive tools and resources for language learning.
- Archive B.C. First Nations language resources through digitization.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
1.1a Number of new data points added to FirstVoices.com ^{1,2}	13,493	65,000	65,000	40,000	40,000
1.1b Number of language resources digitized ^{3,4}	275	300	500	1,000	1,500

¹Data Source: FirstVoices Department, FPCC

²Data points include words, phrases, songs, stories and supporting media (audio, visual, images), and any other content that is created by communities to represent or support their archives on FirstVoices.com.

³Data Source: Language Department, FPCC

⁴Resources include audio-visual sources and textual documents.

Linking Performance Measure to Objective

1.1a. FirstVoices.com provides a means for B.C. First Nations to document their languages and share resources with people living on and off-reserve. FPCC grants provide funding for language documentation that can be used to teach and learn languages. The total number of data points is an indicator of the rate at which languages are being documented.

1.1b. FPCC helps communities to digitize audio, video, and textual language resources for use by learners, teachers, and speakers. This helps communities avoid re-doing thousands of hours of documentation work by allowing them to digitize paper resources or outdated technology into useable formats.

¹ Because COVID-19 has had a significant impact on FPCC, the organization has made the following assumptions to set targets:

- 2021/22 will be impacted by COVID-19 similar to 2020/21
- 2022/23 will see operations partially return to pre-COVID-19 levels
- 2023/24 will provide a full recovery from COVID-19

Discussion

1.1a. FPCC has significantly increased targets for the number of data points added to FirstVoices in 2021/22 due to importing new dictionaries and uploading large quantities of language data from spreadsheets. While future targets are predicated on increased funding, by 2022/23 FPCC anticipates that a substantial number of data points will be added and FirstVoices will shift focus to emphasize more substantive content, such as stories, as opposed to individual dictionary entries. As a result, the target for the number of data points added annually is reduced.

1.1b. In 2019/20 FPCC launched a digitization program. The 2020/21 forecast and future targets are lower than what was reported in the 2020/21 Service Plan due to the impacts of COVID-19. While digitization projects continued, language workers were unable to meet with Elders face-to-face or conduct in-person training and people were sometimes unable to access specialized equipment when band offices were closed. Targets have been adjusted to reflect actual work to date. Future targets are predicated on increased funding.

Objective 1.2: Increase the number of fluent speakers of B.C. First Nations languages

Key Strategies

- Develop programs and provide funding to support language immersion programs that create new semi-fluent and fluent speakers of B.C. First Nations languages.
- Support communities to implement language immersion programs through training, coaching, tools and resources.

Performance Measure(s)	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
1.2a Increase in language proficiency for Mentor-Apprentice Program participants ¹	65%	75%	85%	85%

¹Data Source: Self-evaluation by Mentor-Apprentice participants

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
1.2b Number of language immersion opportunities funded by FPCC ²	586	600	1,000	2,200	4,000

²Data Source: Language Department, FPCC

Linking Performance Measures to Objective

1.2a. This performance measure is based on self-evaluation of language fluency by learners participating in the Mentor-Apprentice Program (MAP). The program involves 300 hours of one-on-one intensive immersion over one year with a fluent speaker, one of the most effective ways of increasing fluency. Many participants complete the full three years of the program. This measure is tracked through an evaluation form completed by participants and represents the percentage of participants who felt their fluency increased as a result of the program.

1.2b. This performance measure includes the number of language learners participating in immersion programs funded by FPCC program streams, which include MAP, Language Nests and open strategy programs. The number is inclusive of learners only. Immersion opportunities are critical to language acquisition and have been shown to be effective in creating language fluency.

Discussion

1.2a. FPCC anticipates an increase by 2022/23 to 85% or greater. The percentage of apprentices who are increasing their fluency in the program will then generally remain stable as MAP is already highly effective, and the rate of learning projected is appropriate for new language learners.

1.2b. Increased targets for immersion programs in future years are predicated on increased funding. In addition, FPCC anticipates that by 2023/24, immersion programs will fully return to in-person instruction, resulting in a significant increase in the number of immersion opportunities.

Objective 1.3: Mobilize community capacity to carry out the work of language revitalization

Key Strategies

- Employ regional language coaches to work directly with communities on the development of language revitalization community plans and initiatives.
- Develop new resources and tools to support communities with language planning and capacity.
- Fund language programs that support communities to develop resources for language revitalization.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
1.3a Number of language resources developed by communities with FPCC funding ¹	593	600	800	1000	1200
1.3b Number of communities developing language revitalization plans with FPCC support ²	0	8	11	14	16

¹ Data Source: Language Department, FPCC

² Data Source: Language Department, FPCC

Linking Performance Measures to Objective

1.3a. Language resources take many forms, such as stories, songs, books, teaching resources, dictionaries and more. This is linked to objective 1.3 because the more resources that a community has to help them in learning and documenting their language, the greater their capacity will be to support language revitalization.

1.3b. A language revitalization plan is a document that captures a community’s unique long-term vision for their language, including their specific goals and anticipated actions. This performance measure is linked to objective 1.3 because a community with a clear language plan will have increased capacity to implement language revitalization.

Discussion

1.3a. Increased targets for future years are predicated on increased funding.

1.3b. Community language revitalization planning requires community engagement and time. Although the pandemic has impacted language planning to a degree, much of the work continues virtually. Increased targets for future years are predicated on increased funding.

Goal 2: Sustain and invest in the lasting vitality of Indigenous arts, culture and heritage in B.C.

Objective 2.1: Support the development of Indigenous art forms (traditional and contemporary) through funding Indigenous artists and investing in the growth of community capacity for arts and infrastructure

Key Strategies

- Provide funding for Indigenous artists practicing a variety of art forms.
- Provide training, resources and funding for the development of Indigenous arts infrastructure.
- Fund programs that keep traditional arts alive by transferring knowledge of Indigenous arts, culture and heritage between individuals and groups.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
2.1a Number of individuals involved in FPCC arts projects ¹	1,500	2,152	1,850	2,000	3,000
2.1b Number of funding partners in arts and heritage ²	5	6	8	9	10

¹ Data Source: Arts Department, FPCC

² Data Source: 2020/21 forecasts are from the FPCC Finance Department, based on Q3 reports; future targets are estimated by program managers.

Linking Performance Measure to Objective

2.1a. Increasing the number of individuals involved in arts projects supports knowledge sharing and will help to sustain arts vitality. Arts projects may include visual or performance arts (such as music or dance).

2.1b. The number of funders for arts and cultural heritage is related to the amount of funding FPCC can disseminate and the sustainability and impact of FPCC programs and services. In addition, having more funding partners can enable FPCC to deliver new programs within its mandate.

Discussion

2.1a. FPCC targets for 2021/22 and 2022/23 are consistent with last year's plan. Increased targets for future years are predicated on increased funding.

2.1b. FPCC does not have access to multi-year funding agreements for arts and cultural heritage. Due to the COVID-19 pandemic, FPCC staff were not able to spend as much time building relationships with new funders as significant time was spent on rapidly adjusting programming in order to keep program participants safe. FPCC has kept future targets moderate as experience demonstrates that arts and heritage funding is challenging to secure.

Goal 3: Support Indigenous communities and individuals in B.C. to meet arts, language, culture and heritage revitalization goals

Objective 3.1: Provide effective training, tools and resources to promote the success of Indigenous arts, language, culture and heritage revitalization programs

Key Strategies

- Create and disseminate tools and resources to support the revitalization of Indigenous arts, language, culture and heritage.
- Provide training to enable language revitalization and planning programs to be successful.
- Provide training to assist Indigenous artists to access and benefit from FPCC arts programs.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
3.1a Number of new tools and resources to support language, arts, culture and heritage revitalization ¹	18	25	24	25	26
3.1b Number of individuals receiving language training from FPCC ²	814	200	550	900	1,200
3.1c Number of individuals participating in FPCC arts workshops ³	48	0	100	135	135

Data source:

¹Arts, Heritage and Language Departments, FPCC

²Language Department, FPCC

³Arts Department, FPCC

Linking Performance Measure to Objective

3.1a. This performance measure includes resources developed by FPCC for communities (such as learning and assessment tools, handbooks, videos, etc.) and resources developed for experts in

the field (such as policy papers, fact sheets, templates and models). FPCC chooses which resources it develops each year based on feedback from partners, communities and other experts.

3.1b. This performance measure counts the number of individuals FPCC provides language training to. This training supports community capacity for planning, programming and implementing fluency and documentation initiatives.

3.1c. This performance measure includes the number of individuals attending FPCC workshops to support artists and organizations. These workshops provide information on FPCC funding opportunities and support artists with the application process.

Discussion

3.1a. For 2021/22, FPCC is forecasting that 24 new tools and resources will be developed to support the revitalization of arts, languages, and cultures.

3.1b. Targets have been adjusted to reflect the challenge of training during COVID-19. FPCC expects this performance measure to grow once in-person training is safe however, increased targets are also predicated on increased funding.

3.1c. Increased targets in future years are predicated on increased funding however, FPCC anticipates growth when it resumes conducting in-person workshops.

Objective 3.2: Ensure FPCC programs are responsive to the needs of B.C. First Nations and deliver benefits to B.C. First Nations

Key Strategies

- Deliver funding to support the revitalization of Indigenous languages, arts, cultures and heritage.
- Be flexible and responsive to the needs of FPCC stakeholders, delivering services that are useful and impactful.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
3.2a Grants delivered to communities ¹	\$11.4 million	\$23.9 million	\$23.9 million	\$23.9 million	\$23.9 million
3.2b Level of user satisfaction with FPCC ²	80%	90%	90%	90%	90%

¹ Data Source: Arts, Heritage, Language and Operations Departments, FPCC

² Data Source: Arts and Language Departments, FPCC

Linking Performance Measure to Objective

3.2a. The amount of grant funding delivered to communities is one indicator of support to communities. In addition to grants for communities, FPCC also funds: the development of learning models and resources; events such as conferences and showcases that promote Indigenous languages, arts, culture and heritage; community support through coaching and training, and policy, networking and advocacy. These costs are not covered in this performance measure but still deliver direct and impactful benefits to communities.

3.2b. Program participants rate their satisfaction on a scale and make suggestions for areas of improvement that FPCC integrates into programs through a continuous improvement cycle.

Discussion

3.2a. Figures are based on a “status quo” assumption as funding has not been confirmed at the time of writing.

3.2b. FPCC has achieved a high level of user satisfaction, therefore the target for 2021/22 and onwards is set at 90% to maintain the standard of service.

Goal 4: Build awareness and appreciation for Indigenous languages, arts and culture in B.C., and promote the work of FPCC to communities, funders and leadership

Objective 4.1: Promote FPCC’s work and its impacts

Key Strategies

- Disseminate information about the opportunities FPCC offers to communities through a variety of formats.
- Improve and maintain the FPCC website so it is relevant to users and easy to navigate.
- Use multiple forms of media to raise public awareness about Indigenous arts, languages and cultural heritage.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
4.1a Number of followers engaged through FPCC social media streams ¹	17,500	22,000	23,000	24,000	25,000
4.1b Number of website visits ²	260,800	350,000	350,000	360,000	400,000

¹Data source: Communications Department, FPCC

²Data source: Communications and IT Department, FPCC

Linking Performance Measure to Objective

4.1a. The number of social media followers is an indicator of the growth and awareness of FPCC.

4.1b. This measure includes activity on all FPCC websites (FPCC, FirstVoices, First Peoples’ Map, the FPCC grant portal and event sites, such as Indigifest). It demonstrates effectiveness of promotional efforts.

Discussion

4.1a. FPCC uses Facebook, Twitter, Instagram, YouTube and LinkedIn to reach communities and stakeholders through social media. Over the coming years, FPCC will attract new followers and focus on increasing the engagement of existing followers.

4.1b. FPCC anticipates that the number of visitors across all platforms will continue to grow over time. A more significant increase in 2023/24 is expected due to an anticipated increase in FPCC-hosted events.

Goal 5: Provide leadership on a provincial, national and global scale to support Indigenous arts, language, culture and heritage revitalization

Objective 5.1: Position the organization as the go-to thought leader on Indigenous languages, arts, culture and heritage in B.C., Canada and internationally

Key Strategies

- Develop and share tools, resources and original research.
- Present at events, conferences and gatherings for Indigenous arts, language, culture and heritage revitalization.
- Collaborate with Indigenous partners and provincial government ministries in the fields of Indigenous arts, language, culture and heritage revitalization.
- Play a leadership role in the establishment and coordination of networks and collectives.

Performance Measure(s)	2018/19 Baseline	2020/21 Forecast	2021/22 Target	2022/23 Target	2023/24 Target
5.1a Number of events, conferences and presentations FPCC staff attend ¹	123	18	30	75	90
5.1b Number of collaborative partnerships for FPCC ²	40	55	58	60	62

¹Data source: Languages, Arts, Heritage and Operations Departments, FPCC

²Data source: Languages, Arts, Heritage and Operations Departments, FPCC

Linking Performance Measure to Objective

5.1a. The events, conferences and presentations FPCC staff attend help establish FPCC as a go-to thought leader and raise awareness of programs and services within Indigenous communities.

5.1b. This measure includes formal and informal partnerships, funders and organizations that FPCC provides training and support to, as well as members of networks and others. The number of collaborative partnerships reflects the reach and impact of FPCC’s role as a leader in the field.

Discussion

5.1a. FPCC anticipates that the pandemic will continue to impact the number of in-person gatherings in 2021/22, with significant growth beginning in 2022/23.

5.1b. FPCC anticipates that the number of its collaborative partnerships will continue to grow over time.

Financial Plan

Financial Summary

(\$000)	2020/21 Forecast ¹	2021/22 Budget	2022/23 Plan	2023/24 Plan
Total Revenue				
Ministry of Indigenous Relations and Reconciliation	1,051	1,051	1,051	1,051
BC Arts Council	1,725	1,725	1,725	1,725
Other Provincial Ministries	320	320	320	320
Grants from Federal Ministries	6,258	6,258	6,258	6,258
Grants from Non-Governmental Organizations	19,772	19,772	19,772	19,772
Deferred Revenue	1,089	1,089	1,089	1,089
Interest and Other	205	205	205	205
Office overhead recoveries	66	66	66	66
Total Revenue	30,485	30,485	30,485	30,485
Total Expenses				
Language Programs	16,937	16,937	16,937	16,937
FirstVoices Programs	5,508	5,508	5,508	5,508
Arts Programs	2,630	2,630	2,630	2,630
Heritage Programs	3,377	3,377	3,377	3,377
Operating Expenses and Overhead				
Administrative salaries/benefits and Governance	1,382	1,382	1,382	1,382
Amortization	275	275	275	275
Other operating costs	918	918	918	918
Total Expenses	30,485	30,485	30,485	30,485
Annual Surplus (Deficit)	0	0	0	0
Total Debt	0	0	0	0
Accumulated Surplus / Retained Earnings	384	384	384	384
Capital Expenditures	175	175	175	175

Note: The above financial information was prepared based on current Generally Accepted Accounting Principles.

¹ Forecasts are based on applying FPCC 2020/21 Q3 forecast to a “status quo” assumption.

Key Forecast Assumptions, Risks and Sensitivities

The financial outlook has been prepared with the following assumptions:

- Impacts of COVID-19: The outlook has been prepared using a conservative assumption that programs in 2021/22 will be impacted similarly to programs in 2020/21, that 2022/23 will still be somewhat impacted by COVID-19, and that 2023/24 will not be impacted by COVID-19.
- Funding estimates: As FPCC is reliant on external funding sources, revenue for 2021/22 and beyond cannot be accurately anticipated. Therefore, targets are based on the assumption that, while FPCC is optimistic that funding will increase by 2022/23 and into the following year, FPCC has provided a status quo budget. If FPCC is unable to secure anticipated funding, there will be shifts in the Crown's services and results.

Management's Perspective on the Financial Outlook

FPCC has been in a period of rapid growth during the last three years. FPCC has increased administrative and human resources capacity to expand programs and supports to communities. The organization is increasing engagement with Indigenous communities with FPCC well-positioned to deliver larger amounts of grant funding each year.

The following are risks for the 2021/22 – 2023/24 planning period:

- The global economic situation due to the COVID-19 pandemic is unpredictable. When the economy suffers, programs and communities suffer as well. Meanwhile, Indigenous Elders will continue to pass on, putting Indigenous languages and cultural practices at greater risk.
- The challenge of attaining funding sufficient to meet FPCC's mandate may prevent FPCC from achieving the Service Plan targets. As many organizations are competing for funding and resources are limited, FPCC must continue to advocate for the importance of this work.
- Although FPCC's mandate covers Indigenous languages, arts and cultural heritage in B.C., other non-Indigenous organizations also solicit and receive funding to support work that falls within FPCC's mandate.
- The impacts of the COVID-19 pandemic on the capacity of communities to carry out language, arts, and cultural heritage programming remains to be seen. As many programs have continued throughout the pandemic, it is likely that communities will continue to adapt and find new ways to prioritize language, arts, and cultural heritage revitalization.

The following opportunities exist for the 2021/22 – 2023/24 planning period:

- The B.C. government has made a number of commitments that support FPCC's mandate. Most notably, the passing of the *Declaration on the Rights of Indigenous Peoples Act*. All B.C. Cabinet ministries are mandated to support lasting and meaningful reconciliation

with Indigenous peoples and to address equity and anti-racism.

- Federally, the passing of the *Indigenous Languages Act* and the accompanying implementation strategy are likely to lead to increased support for FPCC's language programs. In addition, the Government of Canada is taking steps to implement the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*. The UNDRIP framework has many principles, which align with FPCC's mandate and may ultimately lend itself to further federal funding and support for FPCC's cultural heritage and arts programs.
- It is likely that during the economic recovery from COVID-19, funders will want to promote economic recovery and job creation. This aligns with FPCC's work as a significant portion of FPCC funding goes to support employment and skills development.
- Public and legal support for Indigenous rights and self-determination is growing, which may lead to increased opportunities for FPCC's Indigenous-led funding model and approach.

Appendix A: Additional Information

Corporate Governance

The [First Peoples' Cultural Council](#) (FPCC) is [governed](#) by a [Board of Directors](#), comprised of up to 13 members. In 2018, Cynthia Jensen Fisk, of the Fireweed clan, from the house of Geel of the Gitx'san Nation became Chair of the Board of Directors.

The Board is supported by three sub-committees: Governance, Finance and Audit, and Human Resources and Compensation. In addition, the Board is supported by a 34-member [Advisory Committee](#), with one representative for each of the First Nations language groups in B.C.

FPCC's [governing legislation](#) was amended in 2011 to include representation from all B.C. First Nations language groups on the FPCC Advisory Committee. It offers more flexibility, which is consistent with contemporary best practices that allow Crown corporations to determine their own structure and governance processes. As a result, it is possible for each language group to have a cultural representative to provide advice to the FPCC Board and [staff](#).

Membership for both the Advisory Committee and the Board of Directors is sought through an open application process, which is managed by the Board's Governance Committee. This open application process means that any B.C. First Nations and Indigenous individual, organization or community can nominate someone or apply for membership.

The Advisory Committee and 10 of the 13 Board members are all recommended for appointment by the Board's Governance Committee. All Board and Advisory Committee members are appointed by the Minister of Indigenous Relations and Reconciliation.

Organizational Overview

FPCC's mandate is to assist B.C. First Nations and Indigenous people in their efforts to revitalize their languages, arts and cultural heritage.

FPCC serves 204 B.C. First Nations, 34 languages, over 90 language dialects and a number of First Nations and Indigenous arts, culture and educational organizations.

FPCC is a provincial Crown corporation formed by the Government of British Columbia to administer the First Peoples' Heritage, Language and Culture Program. The First Peoples Cultural Council is supported by legislation: *First Peoples' Heritage, Language and Culture Act*, which can be accessed at: <https://fpcc.ca/about-us/governance/>.

As stated in the FPHLC Act, FPCC's legislated mandate is to:

- Protect, revitalize and enhance First Nations heritage, language, culture and arts.
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities.
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

Vision and Mission

FPCC's vision is one where Indigenous languages, arts and cultural heritage in B.C. are thriving. The knowledge and worldviews expressed through Indigenous languages, arts and cultural heritage are valued as essential to our collective well-being and human rights."

FPCC's mission is to provide leadership to strengthen and rebuild systems disrupted by cultural genocide through the revitalization of Indigenous languages, arts and cultural heritage.

FPCC Values

- *Indigenous-led* – As an Indigenous organization, FPCC's work is grounded in Indigenous values and knowledge and is led by a First Nations Board of Directors and Advisory Committee.
- *Accountable* – FPCC is committed to accountability, transparency, integrity and respect for Indigenous cultural protocols in all that the Council does.
- *Results-Based* – FPCC delivers programs that work, informed by community-identified needs and solutions as well as research and proven best practices.
- *Reciprocal* – FPCC works in meaningful relationships with B.C. First Nations and Indigenous people, funding partners and other stakeholders in ways that strengthen all.
- *Generous* – FPCC freely shares knowledge, best practices, models and resources to support others.
- *Committed* – FPCC is compassionate and dedicated to our sacred responsibility to create a world in which Indigenous languages, arts and cultural heritage are thriving.

Who FPCC Serves

204 B.C. First Nations
First Nations communities
First Nations language champions
First Nations language learners
First Nations schools
First Nations Elders
Indigenous artists
Indigenous musicians
Indigenous arts and culture organizations
British Columbia residents

FPCC's Key Funders and Partners

Ministry of Indigenous Relations and Reconciliation
First Peoples' Cultural Foundation
BC Arts Council
Department of Canadian Heritage
Margaret A. Cargill Philanthropies
Canada Council for the Arts
Creative BC
Aboriginal Neighbours, Anglican Diocese

Indigenous Services Canada
National Research Council
Parks Canada Agency
Endangered Languages Project
First Nations Health Authority, Interior Region
BC Ferries
Ministry of Education

Ministry of Advanced Education and Skills Training	Indigenous Higher Learning Association
Ministry of Children and Family Development	ŁÁU, WELNEW Tribal School
First Nations Technology Council)	Chief Atahm School
Heritage BC	University of Victoria
Ministry of Forests, Lands and Natural Resource Operations and Rural Development (Heritage Branch)	University of British Columbia
Ministry of Environment and Climate Change Strategy	First Nations Schools Association
BC Association of Aboriginal Friendship Centres	En'owkin Centre
First Nations Education Steering Committee	University of Hawai'i at Manoa
	Eastern Michigan University
	Blue Quills University (Alberta)
	Yukon Native Language Centre (Yukon)
	Mi'kmaw Kinamatnewey (Nova Scotia)
	Jane Juuso and Sami Indigenous partners

Report on the Status of B.C. First Nations Languages

FPCC reports on the status of B.C. First Nations languages every four years. It has produced three reports to date – one in 2010, a second in 2014, and a third in 2018. According to the [2018 Report on the Status of B.C. First Nations Languages](#), just over half of fluent First Nations language speakers are aged 65 and over. There were 13,997 language learners as of 2018.