



**FIRST NATIONS
PUBLIC SERVICE SECRETARIAT
COURAGE TO EXCEL**



BCFC-FNSS-FNPSS Memorandum of Understanding

(the "MOU")

Between

The British Columbia Federal Council

(Hereinafter the "BCFC")

and

The First Nations Summit Society

(Hereinafter the "FNSS")

and

The BC First Nations Public Service Secretariat

(Hereinafter the "FNPSS")

(Each a "Party" and collectively the "Parties")

CONTEXT

A. The Government of Canada is committed to:

- i. achieving reconciliation with Indigenous Peoples through renewed, Nation-to-Nation, Government-to-Government, and Inuit-Crown relationships based on recognition of rights, respect, co-operation, and partnership as the foundation for transformative change;
- ii. the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* and the Calls to Action of the Truth and Reconciliation Commission;
- iii. strengthening its capacity to engage effectively with Indigenous Peoples; and
- iv. increasing Indigenous perspectives within the Federal Public Service,

and will take a whole-of-government approach to implementing these commitments.

B. The Government of Canada recognizes that First Nations' Governments will require the capacity to fully engage in governance activities and decision-making.

- C. The BCFC is one of six federal councils established across Canada and is comprised of approximately 45 members representing approximately 43 federal departments, agencies and organizations that conduct federal government business in BC.
- D. The BCFC is a network bringing together senior federal officials who are responsible for programs and activities in BC and provides a mechanism for whole-of-government coordination.
- E. In 2014, the BCFC formed the Indigenous Interests and Issues Committee (IIIC) to create opportunities for federal departments in BC to work together to better Canada's relationship with Indigenous Peoples. The IIIC provides a forum to support collaborative interdepartmental work on Indigenous files and can support the delivery of the collaborative activities outlined within this MOU.
- F. The FNPSS, an initiative of the FNSS, supported by the First Nations Leadership Council, is a provincial-level organization that provides First Nations in BC with support and innovative programming as they pursue excellence in capacity building and human resource development.
- G. The FNPSS is well-positioned to provide First Nations communities and organizations opportunities to build their public service competencies and capacity.
- H. This collaboration between the BCFC and FNPSS presents a new way of working together horizontally to advance mutual interests and priorities. The Parties intend that this will result in continuous learning that will influence the shape and form of this work moving forward.

NOW THEREFORE, the Parties wish to set out their mutual understanding as follows:

1. PURPOSE OF THE MOU

The purpose of this MOU is to signify the Parties' commitments to work together and to describe the working relationship between the Parties (the "Relationship"), with the goal of providing a two-way learning opportunity for First Nations communities and representatives of federal departments in the area of public service development and capacity building.

A list of federal departments and agencies that will support the Parties in meeting the objectives of the MOU is included in Annex I (to be updated as necessary).

2. COLLABORATIVE ACTIVITIES

Priority areas for collaboration under the Relationship may include, but are not limited to, the following areas of public services and human resources capacity building and development:

- Leadership and management training;
- Policy Innovation;
- Research;

- Recruitment and Retention;
- Cultural competency;
- Public Service Delivery Approaches;
- Transformation and Managing Change; and
- Institutional and Human Resource Capacity.

3. ANNUAL WORK PLANS

The Parties commit to jointly develop a work plan, within or prior to, the first quarter of each fiscal year, to be reviewed and updated as necessary, that will lay out the work to be undertaken over each fiscal year. This may include, but is not limited to:

- Developing a communications strategy;
- Sharing best practices in public administration;
- Arranging short-term exchange visits/study tours;
- Facilitating mentorship and/or job shadowing opportunities;
- Jointly hosting learning events, as appropriate, to facilitate knowledge exchange, drawing on existing in-kind resources and programs; and
- Committing to working horizontally to capture the expertise and specialized knowledge of various federal departments, as appropriate.

The Parties will report to the BCFC Executive Committee and the First Nations Leadership Council annually on the progress of the work plan and reconfirm their respective commitments to the MOU.

4. REVIEW AND AMENDMENTS

This MOU will be reviewed annually, and may be amended by agreement of the Parties.

5. DURATION

This MOU shall continue in effect until either Party indicates in writing to the other Party that it wishes to terminate the Relationship.

The MOU will be reviewed by the Parties after two years and revised as necessary.

6. NATURE OF AGREEMENT

This MOU is not a legally binding agreement and does not create any contractual or financial obligations for any Party.

7. EFFECTIVE DATE

This MOU will come into effect on the date of the last signature.



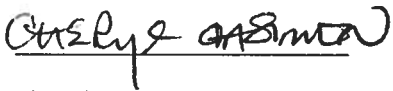
Deputy Minister Dylan Jones
Chair, BC Federal Council

2019/06/04
Date



Grand Chief Edward John
First Nations Summit Political Executive

2019/06/04
Date



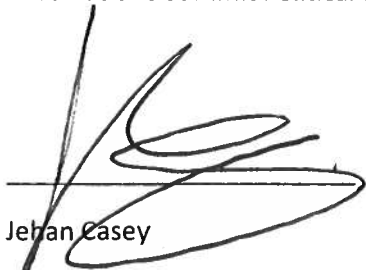
Cheryl Casimer
First Nations Summit Political Executive

2019/06/04
Date



Robert Phillips
First Nations Summit Political Executive

2019/06/04
Date



Jehan Casey
Director, First Nations Public Service Secretariat

2019/06/04
Date

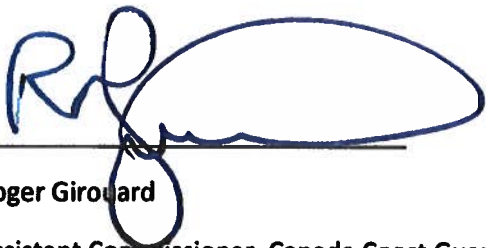
BCFC-FNSS-FNPSS Memorandum of Understanding

ANNEX I: Supporting Federal Departments

As per Article 1, the departments listed below will engage through the BCFC in support of this MOU. This list will be updated as necessary.

It is intended that, where possible, the departments listed below will work collaboratively together and with the FNPSS, within the mandates of their respective organizations, to support federal and First Nations public service development and capacity building in BC.

A. Canada Coast Guard (CCG):



Roger Girouard
Assistant Commissioner, Canada Coast Guard

4 June 2019

Date

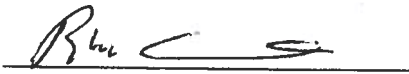
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B. Canada Revenue Agency (CRA):



Ross Ermel



Date

Assistant Commissioner of Pacific and Prairie Regions, Canada Revenue Agency

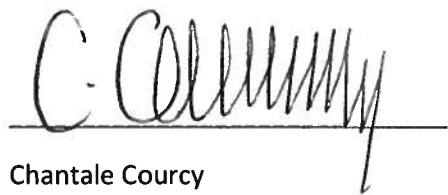
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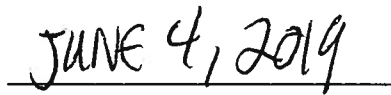
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C. Canada School of Public Service (CSPS):



Chantale Courcy

Director General, Regional Operations, Canada School of Public Service



Date

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D. Crown Indigenous Relations and Northern Affairs Canada (CIRNAC):



Chris Roine

Date

Director General, Crown Indigenous Relations and Northern Affairs Canada

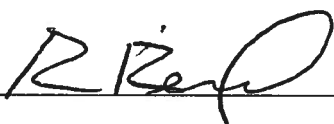
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E. Department of Fisheries and Oceans (DFO):



Rebecca Reid

2019/06/04

Date

Regional Director General - Pacific, Department of Fisheries and Oceans

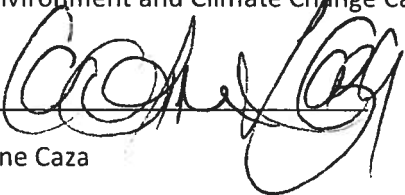
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F. Environment and Climate Change Canada (ECCC):



Caroline Caza

_____ 2019/06/04 _____

Date

Regional Director General – West and North Region, Environment and Climate Change Canada

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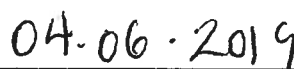
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G. Indigenous Services Canada (ISC):



Catherine Lappe



Date

Regional Director General, Indigenous Services Canada

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H. Department of Justice – British Columbia Regional Office (MOJ –BCRO):



Jonathan Chaplan

JUN 07 2019

Date

Regional Director General, Department of Justice – British Columbia Regional Office

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I. Parks Canada (PC):



June 3, 2019

Nadine Spence

Date

Executive Director for BC-Yukon Operations, Parks Canada

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J. Public Health Agency of Canada (PHAC):



Michael Spowart



Date

Regional Director - Western Region, Public Health Agency of Canada

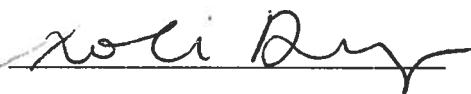
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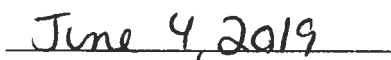
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K. Public Service Commission of Canada (PSC):



Soleil Dempsey



Date

Manager of Human Resource Operations –BC and Northern Regions, Public Service Commission

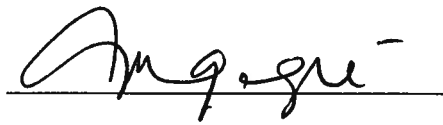
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L. Public Services and Procurement Canada (PSPC):



Annie Desgagné

JUN 03 2019

Date

Regional Director General – Pacific, Public Services and Procurement Canada

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M. Service Canada:



Sylvie Bérubé

Assistant Deputy Minister, Service Canada

JUN 03 2019

Date

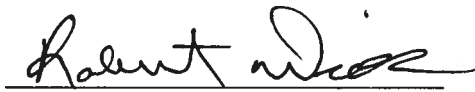
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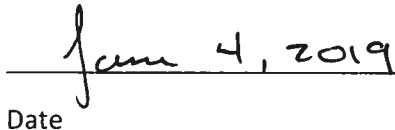
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N. Transport Canada (TC):



Robert Dick



Date

Assistant Deputy Minister - Pacific, Transport Canada

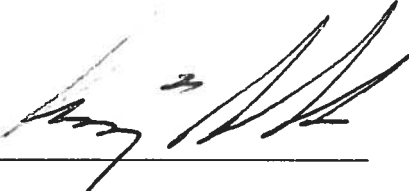
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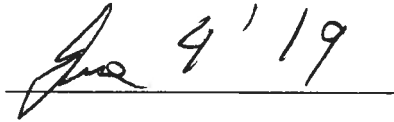
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O. Western Economic Diversification:



Gerry Salembier



Date

Assistant Deputy Minister – British Columbia, Western Economic Diversification

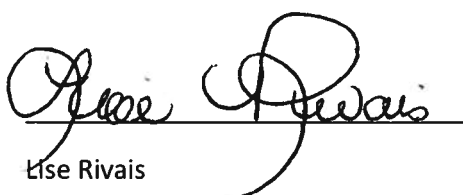
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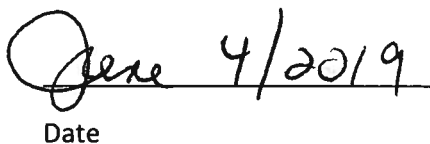
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P. Statistics Canada – Western Region & Northern Territories:



Elise Rivais



Date

Director – Western Region & Northern Territories, Statistics Canada

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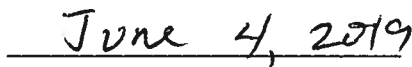
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Q. Natural Resources Canada:



Naina Sloan



Date

Senior Executive Director, Indigenous Partnerships Office – West, Natural Resources Canada