

Strengthening Public Service Institutions Initiative

Evergreen MOU Joint Work Plan 2020-2021

This evergreen work plan was jointly drafted by the First Nations Public Service Secretariat (FNPSS) and the British Columbia Federal Council (BCFC) Secretariat with input from First Nations and Government of Canada (GoC) public servants. The final version was reviewed and endorsed by the FNPSS Band Administrators Advisory Committee (BAAC), the First Nations Leadership Council (including the First Nations Summit), and the BCFC, which includes the BCFC MOU signatories. Implementation plans and/or more detailed workplans will be developed with appropriate engagement and consultation for specific activities as required throughout the year.

ACTIVITY	RESULTS	TARGET	STATUS
TRAINING AND EDUCATION			
1. Organize an Annual Collaborative Learning Day for First Nation and GoC public servants	<ul style="list-style-type: none"> Increased awareness and capacity development through shared learning between First Nations and GoC public service. Combat racism through learning and personal connection. 	1-day event late spring 2021 with 50 GoC participants and 50 First Nation participants	Micro mission posted to coordinate work
2. Develop and deliver ‘Reverse Town Halls’ to GoC public servants by First Nations on the realities of working in a First Nation office, and best practices for communicating and engaging with First Nations	<ul style="list-style-type: none"> Increased Indigenous awareness, perspectives, and cultural competencies of GoC public servants, and address racism in the public service, in addition to relationship building. GoC public servants gain skills and awareness to be better able to engage and respond to First Nations’ needs. 	2 webinars delivered; 100 GoC participants	First Reverse Town Hall held Jan 28, 2021 on how best to engage with FNs; 1,094 attended (1,244 registered) with over 90 % of participants reporting it met or exceeded expectations
3. Develop and deliver UNDRIP webinars for GoC public servants	<ul style="list-style-type: none"> Increased understanding of the history and implications of UNDRIP by GoC public servants. Decrease racist trends in the public service through increased understanding of the impacts of colonialism, and importance of the implementation of UNDRIP. 	2 training sessions delivered; 100 GoC participants	Will be rolled into Reverse Townhall workplan activity #2 (Feb 2021)

ACTIVITY	RESULTS	TARGET	STATUS
4. Create opportunities for GoC public servants to attend FNPSS learning events and participate on FNPSS committees	<ul style="list-style-type: none"> Increased Indigenous awareness, perspectives, and cultural competencies of GoC public servants, in addition to relationship building. BC First Nations gain knowledge and expertise from GoC subject matter experts. Combat racism through learning and personal connection. 	100 GoC participants and volunteers at 6 FNPSS virtual events and committees	June 18/20 FNPSS Virtual Forum; Aug 6/20 Youth Roundtable; Nov 25/20 MTA on Policy; Jan/Feb/Mar/21 MTAs on HR and RIM (see FNPSS website for evergreen list of planned events & committees)
5. Create opportunities for First Nations public servants to attend GoC learning events	<ul style="list-style-type: none"> Increased topic-relevant knowledge and greater awareness and understanding of GoC issues/context by BC First Nation public servants, in addition to relationship building. Combat racism through learning and personal connection. 	30 First Nation participants at 4 GoC events	Open CSPA events shared through FNPSS newsletters and on social media
6. Deliver virtual CSPA Courageous Conversations training to BC First Nation participants	<ul style="list-style-type: none"> Increased capacity for First Nation public servants with training tailored to First Nations' needs and interests. 	Courageous Conversations delivered to 1 First Nation community	Courageous Conversations was revised to meet specific First Nations' needs in 2019; needs to be revised to be delivered virtually due to COVID-19
7. Evaluate and report on CSPA GCcampus pilot	<ul style="list-style-type: none"> Increased understanding of the value and limitations of GCcampus for BC First Nations public servants. 	Report by November 2020	Pilot ended September 2020; Survey for participants designed and shared.
EMPLOYMENT			
8. Launch federal government-wide participation in the Indigenous Intern Leadership Program (IILP)	<ul style="list-style-type: none"> Increased Indigenous representation within federal departments and FN Administrations/organizations; enhanced understanding by GoC public servants of how to respectfully manage Indigenous employees; increased skills and training for Interns. Complete review of process to streamline placement in FN as part of Internship, including GoC HR issues 	6 interns in 4 departments Approved process for placement in FNs	Over 30 IILP presentations in BC Region and NCR; 12 departments expressing interest; 9 interns hired in four departments (ISC, TC, DFO, and SC); first federal welcome gathering and orientation held Dec 9-10/20

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	<p>identified and resolved, application and placement processes.</p> <ul style="list-style-type: none"> • Combat racism through learning and personal connection. 		
<p>9. Collaborative projects - match GoC individuals based on specific skillsets to First Nations with community-identified needs, to collaboratively complete a project in community (virtually where required due to COVID)</p>	<ul style="list-style-type: none"> • Relationships built between participants (GoC and First Nations). • Increased knowledge sharing and capacity built in First Nation. • Improved cultural awareness and understanding by GoC public servants, and combat racism through learning and personal connection. 	<p>2 matches and completed projects</p>	<p>Statistic Canada / Musqueam collaboration ongoing; draft matching documents developed / two potential projects being explored</p>
COMMUNICATIONS AND COORDINATION			
<p>10. Support COVID-19 related communication efforts and materials as needed</p>	<ul style="list-style-type: none"> • First Nations public servants aware of Indigenous-specific and BC-specific COVID-19 information, resources and supports in a timely manner. 	<p>7 “At a Glance” one-pagers for First Nations; 12 webinars and/or townhalls with GoC speakers or content and 200 First Nation participants; COVID-19 website hub</p>	<p>Ongoing – need depends on pandemic status and government response initiatives</p> <p>New At a Glance created for Indigenous Businesses; 1 SC/CRA townhall; ISC townhalls organized</p>
<p>11. Create a BC First Nations Guide to GoC Programs and Services</p>	<ul style="list-style-type: none"> • Increased awareness and uptake of GoC programs amongst BC First Nations, resulting in increased funding and capacity within First Nations who utilize these programs; increased capacity of First Nation Administrators who are no longer required to search for existing programs across multiple sites & sources. 	<p>Draft concept, timeline and framework for fall 2020</p>	<p>Survey to FNs distributed Jan 2021; Previously identified as No. 1 priority of FNs as per FNPSS; unanimously chosen as No. 1 priority by FNPSS BAAC</p>
<p>12. Share information on federal programs and opportunities through FNPSS channels.</p>	<ul style="list-style-type: none"> • Increased knowledge of, and use of, GoC programs and services by Indigenous communities in BC. 	<p>GoC input into monthly FNPSS newsletters; ongoing townhall and webinar information sharing</p>	<p>Ongoing</p>

ACTIVITY	RESULTS	TARGET	STATUS
13. Report on progress to FNLC, BCFC signatories, BC First Nations, interested GoC public servants, and BCFC/IIIC	<ul style="list-style-type: none"> Increased awareness and understanding of the Initiative, MOU, FNPSS and its objectives, results and future opportunities. 	Annual reports and presentations to all parties, and updates as needed through existing channels and platforms	Nov 5/20 presentation to FNLC; Year One MOU report distributed

ANNEX: Evergreen list of additional or future activities to consider if funding and resources become available:

<i>Collaboratively revise and deliver CSPPS “How Government Works” course to public servants in BC First Nations</i>	<ul style="list-style-type: none"> Increased knowledge of the complex federal government system for First Nations public servants. Increased efficiencies for First Nations in accessing and working with federal programs. 	<i>Curriculum revised, approved and delivered twice</i>	<i>n/a</i>
<i>Explore opportunities for virtual exchanges between GoC and BC First Nations (on hold due to COVID, see activity 9 for revised interim activity)</i>	<ul style="list-style-type: none"> Strong relationships built between participants (GoC and First Nations). Increased knowledge sharing. Improved cultural awareness and understanding by GoC public servants. Improved understanding of federal processes amongst participating BC First Nations public servants. 	<i>4 Exchanges</i>	<i>PSPC pilot framework documented drafted, GoC employees identified to participate when halted due to COVID</i>