

Strengthening Public Service Institutions Initiative and MOU

THE YEAR IN REVIEW

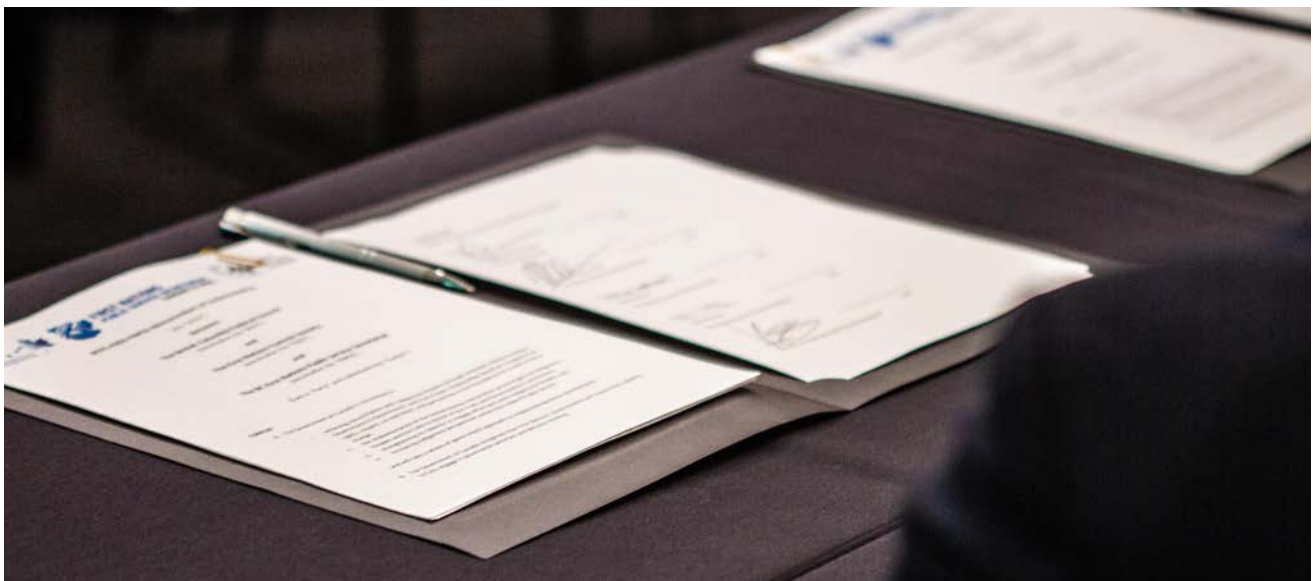
June 4, 2019 - June 4, 2020

A collaboration between the First Nations Summit, the First Nations Public Service Secretariat, and the British Columbia Federal Council



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EXECUTIVE SUMMARY

THE CONTEXT

First Nations leadership in British Columbia (BC) has consistently identified strengthening the First Nations public service as a top priority. It is widely recognized that building this capacity is essential for successfully closing the socio-economic gap between First Nations and other Canadians, in order for First Nations to take on the full scope of self-government and self-determination.

Concurrently, the Government of Canada (GoC) has committed to advance reconciliation and to renew its relationship with Indigenous Peoples. This commitment is based on the recognition of rights, respect, co-operation, and partnership, guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the Truth and Reconciliation Calls to Action, in particular #57 which calls governments to educate public servants on our shared history, anti-racism and UNDRIP while building their cultural competencies.

STRENGTHENING PUBLIC SERVICE INSTITUTIONS INITIATIVE

In 2018, the First Nations Leadership Council (FNLC) in BC endorsed a strategy jointly developed by the First Nations Public Service Secretariat (FNPSS) and the Indigenous Interests and Issues Committee (IIIC), a sub-committee of the BC Federal Council (BCFC): the Strengthening Public Service Institutions Initiative (the Initiative). The Initiative is based on the principle of 'reciprocal learning', with the dual objective of achieving increased experience and knowledge within First Nations administrations and improved Indigenous awareness and understanding within the federal public service.

MEMORANDUM OF UNDERSTANDING

A Memorandum of Understanding (MOU) was signed June 4, 2019 between the First Nations Summit Society (FNS), the FNPSS, and the BCFC to formalize the Initiative. With the Chair of the BCFC as the primary signatory on behalf of the federal government, and an additional 17 federal departments and agencies signing annexes of support, the MOU represents an innovative, cross-government approach to collaboratively enhancing public service capacity development for BC First Nations communities and federal public servants.

A work plan was co-developed for the Initiative, based on three pillars: **(1) Training and Education; (2) Employment, and; (3) Communication and Coordination.**

Since 2018, the FNPSS and the IIIC have jointly collaborated on several successful initiatives in these three areas.

BC First Nations Public Service Secretariat (FNPSS)

The FNPSS is mandated by the First Nations Leadership Council to provide capacity support to First Nations communities and organizations in BC and facilitate intergovernmental coordination.

First Nations Summit Society (FNS)

The Summit provides a forum for First Nations in BC to address issues related to Treaty negotiations as well as other issues of common concern.

First Nations Leadership Council (FNLC)

The FNLC is comprised of the political executives of the BC Assembly of First Nations, First Nations Summit, and the Union of BC Indian Chiefs. This group works together to develop coordinated approaches to issues relevant to First Nations communities throughout the province.

British Columbia Federal Council (BCFC)

The BCFC is comprised of senior federal officials representing approximately 43 federal departments, agencies and organizations, who are responsible for programs and activities in BC and provides a mechanism for whole-of-government coordination.

Indigenous Interests and Issues Committee (IIIC)

The IIIC is a sub-committee of the BCFC which provides for a whole-of-government approach to reconciliation and renewed relationships with Indigenous peoples in BC.

ACCOMPLISHMENTS

The activities and accomplishments achieved through the Strengthening Public Service Institutions Initiative demonstrate a new and innovative way for the GoC and BC First Nations to work together and to learn from each other, with the overarching goal of strengthening their respective public service.



FEDERAL VOLUNTEERS

Over **75 employees** from **6 federal departments and agencies** in BC participated, volunteered, presented and/or co-facilitated at over **15 FNPSS events** and meetings as notetakers, registration officers, co-facilitators, and speakers.



FIRST NATION CSPS TRAINING PARTICIPANTS

Diverse training opportunities were offered by the **Canada School of Public Service (CSPS)** to over **70 First Nations participants**, both in-person, virtually and on-line.



INDIGENOUS INTERN LEADERSHIP PROGRAM

A framework was drafted to initiate and coordinate horizontal federal participation in the **Indigenous Intern Leadership Program**.



EXCHANGE PROGRAM

The foundation was established to launch an **exchange program** between First Nations communities and federal departments and agencies.



COVID-19 AT A GLANCE 1-PAGERS

5 communication products were jointly developed, summarizing Indigenous-specific and BC-specific federal and provincial COVID-19 benefits and supports from a First Nations lens, allowing for more immediate and more accessible information to reach BC First Nations and were viewed **over 5000 times online** on the FNPSS website alone.



COVID-19 WEBSITE HUB

In collaboration with ISC BC Region, FNPSS developed and maintained a COVID info website hub which has been critical in disseminating GoC information to BC First Nations, including regular ISC BC Region updates with **over 6000 page visits**.



VIRTUAL IMMEDIATE INFORMATION SHARING

FNPSS hosted **3 webinars** and **3 virtual Town Halls** with federal officials to disseminate government updates and information with over **600 BC First Nations leadership and staff** registrants.

For more information on the Initiative, please contact Colette Anderson at the BCFC Secretariat (colette.anderson2@canada.ca) or Jehan Casey at the FNPSS (jcasey@fnps.ca).

IN REMEMBRANCE



Caroline Caza, IIRC Co-Chair and Federal MOU Champion
November 30, 1957 - February 16, 2020



Caroline Caza at the MOU signing ceremony, June 4, 2019

As we look back and reflect on the progress made this last year, it would be impossible to do so without recognizing and acknowledging the contributions of Caroline Caza. Through her role as the Federal Champion for this initiative, Caroline helped to bring together federal government departments across mandates in order to support this important work and respond to calls for change and progress that have been made by First Nations leadership for many years.

Exemplifying her passion and commitment to the region and reconciliation, Caroline took on the role of the Co-Chair of the British Columbia Federal Council's Interdepartmental Indigenous Interests and Issues Committee (IIRC), in addition to her role as Regional Director General West and North of Environment and Climate Change Canada. Caroline was not afraid of a challenge or to stand up for what she believed in, and did so with passion, humility, and dedication. She was committed to putting reconciliation in action, advocating for regional interests, and bettering the public service and did not shy away from innovative methods to achieve these goals. This initiative is one of the many legacies that Caroline has left behind. The world is truly a better place for having her in it.

We raise our hands to Caroline, and thank her family for sharing her with us.



THE YEAR IN REVIEW

The Year in Review: June 4, 2019 to June 4, 2020

The following report provides an update on activities and accomplishments over the past year under the Strengthening Public Service Institutions Initiative.



Caitlin Williamson (IIIC), Celina Dorame (FNPSS), and Jehan Casey (FNPSS) at the 2018 FNPSS Conference

THE CONTEXT

First Nations leadership in British Columbia (BC) has consistently identified strengthening the First Nations public service as a top priority. It is widely recognized that building this capacity is essential for successfully closing the socio-economic gap between First Nations and other Canadians, in order for First Nations to take on the full scope of self-government and self-determination.

Concurrently, the Government of Canada (GoC) has committed to advance reconciliation and to renew its relationship with Indigenous Peoples. This commitment is based on the recognition of rights, respect, co-operation, and partnership, guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the Truth and Reconciliation Calls to Action, in particular #57 which calls governments to educate public servants on our shared history, anti-racism and UNDRIP while building their cultural competencies.

STRENGTHENING PUBLIC SERVICE INSTITUTIONS INITIATIVE

In 2018, the First Nations Leadership Council (FNLC) in BC endorsed a strategy jointly developed by the First Nations Public Service Secretariat (FNPSS) and the Indigenous Interests and Issues Committee (IIIC), a sub-committee of the BC Federal Council (BCFC): the Strengthening Public Service Institutions Initiative (the Initiative). The Initiative is based on the principle of 'reciprocal learning', with the dual objective of achieving increased experience and knowledge within First Nations administrations and improved Indigenous awareness and understanding within the federal public service.



Deputy Minister Dylan Jones, FNS Executive Cheryl Casimer, FNPSS Director Jehan Casey, (then) FNS Executive Grand Chief Edward John, FNS Executive Robert Phillips, MOU signing ceremony, June 4, 2019

MEMORANDUM OF UNDERSTANDING

A Memorandum of Understanding (MOU) was signed on June 4, 2019 between the Summit, the FNPSS, and the BCFC to formalize this collaboration and all parties' commitment to implementing the Strengthening Public Service Institutions Initiative.

The MOU states:

"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 partnerships 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.

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



Jehan Casey, FNPSS Director at the MOU Signing Ceremony, June 4, 2019

“ The goal of the Initiative is to provide 'reciprocal learning' opportunities that result in increased experience and knowledge within First Nations administrations and improved Indigenous awareness and cultural competencies within the federal public service. ”

- Jehan Casey, FNPSS Director

With the Chair of the BCFC as the primary signatory on behalf of the federal government, and an additional 17 federal departments and agencies signing annexes of support, the MOU formalizes an innovative, cross mandate approach for government to work collaboratively with BC First Nations.

A work plan was collaboratively developed for the Initiative, based on three pillars:



I. TRAINING AND EDUCATION:

To provide mutually beneficial opportunities for knowledge transfer, training, and capacity building for the GoC and BC First Nations



II. EMPLOYMENT:

To encourage porous employment opportunities and 'learning through doing' for the GoC and BC First Nations



III. COMMUNICATIONS AND COORDINATION:

To support enhanced communications and coordination between the GoC and BC First Nations

SIGNATORIES TO THE MOU

| 04



First Nations Summit Society
First Nations Public Service Secretariat
British Columbia Federal Council

Including 17 federal departments and agencies:

Canada Coast Guard	Natural Resources Canada
Canada Revenue Agency	Parks Canada
Canada School of Public Service	Public Health Agency of Canada
Crown-Indigenous Relations and Northern Affairs Canada	Public Service Commission
Department of Fisheries and Oceans	Public Services and Procurement Canada
Environment and Climate Change Canada	Service Canada
Indigenous Services Canada	Statistics Canada
Department of Justice	Transport Canada
	Western Economic Diversification

Deep appreciation goes to the following federal departments and agencies who financially contributed in 2019/2020 to cover salary dollars for the federal lead on the Initiative:

Canada School of Public Service	\$20,000
Indigenous Service Canada	\$15,000
Natural Resources Canada (CFS)	\$10,000
Public Health Agency of Canada	\$20,000
Service Canada	\$5,000
<hr/>	
Total	\$70,000

Note: Financial support offered by Crown-Indigenous Relations and Northern Affairs Canada and Service Canada was rolled into the 2020/21 budget.

Fostering an authentically co-developed approach to all work undertaken, being responsive and flexible to the needs of BC First Nations, and providing 'one point of contact' within the Government of Canada and the FNPSS, has resulted in building greater trust and synergies for all involved.

The FNPSS and the BCFC Secretariat have developed a strong working relationship and have successfully collaborated on the following since the launch of the Initiative:

I. TRAINING AND EDUCATION



Courageous Conversations Breakout Session at the 2019 "Breaking Barriers Creating Connections" Conference

The **Canada School of Public Service (CSPS)** offered multiple in-person courses at the FNPSS 2019 Annual Conference:

- full-day pre-conference "Project Management in Practice" session with **37 First Nation participants** on November 5, 2019
- two "Courageous Conversations" workshops hosted on November 7, 2019 – so well received they have since been repeatedly requested for in-community delivery

“ **Facilitator was well informed and personable. I enjoyed the presentation. I will be able to apply my learning to my position. I appreciate the templates provided.** ”

- First Nations "Project Management in Practice" Participant at the 2019 FNPSS Conference

“ **Such a great workshop! Sure hit home for me! I was meant to be in this session – so powerful and built up confidence that I lost from being verbally abused by another staff member.** ”

- First Nations "Courageous Conversations" Participant at the 2019 FNPSS Conference



Volunteers at the 2019 FNPSS "Breaking Barriers Creating Connections" Conference

Pilot project launched to provide access to over **400 on-line GCcampus courses** (interactive courses on a variety of topics offered to public servants) to individuals from **5 BC First Nations**.

Extensive federal participation in FNPSS events providing support and facilitating relationship building and knowledge exchange:

- **25 federal volunteers** from **5 departments** participated in the FNPSS 2019 Annual Conference (notetakers, registration officers, presenters)
- **20 federal volunteers** participated in **10 FNPSS Management Training Academies (MTAs)** attended by over **250 First Nations participants from across BC**

Joint First Nations and GoC FNPSS Committees established to support the development and delivery of FNPSS training in the areas of Human Resources, Policy, and Records & Information Management.

- **2 federal specialists** contributed to the development of Human Resource Management MTA materials and co-presented at **2 in-person Human Resource Management MTAs**

2019 FNPSS and LGMA BC First Nations Public Service Scholarship Fundraising Evening (November 6, 2019)

- **8 federal volunteers** participated
- Raised money to enable two awards of \$1500 for Indigenous applicants working in a non-elected role in any BC First Nation government to be offered for the first time in 2020.

Two-day Indigenous Community Development training offered at Indigenous Services Canada (March 4 and 5, 2020)

- **11 federal employees** from **7 departments** participated

“ **Volunteering at the FNPSS conference was an incredible and inspiring experience. Although I had a job to do, I was engaged and felt included throughout the event – it was great to connect with the communities.** ”

- Courtney Brown, Senior Project Officer, Canada Revenue Agency

SUCCESS SPOTLIGHT - HUMAN RESOURCES LEARNING DAY

Prior to the signing of the MOU, the BC Federal Council's Indigenous Interests and Issues Committee (IIIC) partnered with the FNPSS to develop and coordinate a hugely successful Human Resources (HR) Learning Day at a pre-conference event preceding the first full conference the FNPSS hosted since its reestablishment.

The aim of the pre-conference event was to address very specific priorities articulated by First Nations in BC: a need for the development of human resources capacity through tailored training, which included tangible resources on job descriptions and organizational chart development, performance management, coaching, and change management. The pre-conference event highlighted the value and importance of having opportunities to share expertise, break down silos, and promote Nation-to-Nation relationship building between public servants in the federal government and those working in First Nations communities.



Participants at the 2018 HR Pre-Conference day

GOVERNMENT OF CANADA AND BC FIRST NATIONS COLLABORATION

The Government of Canada and the FNPSS created a joint planning committee - that met weekly for several months leading up to the event - to identify priority areas, develop the agenda, and orchestrate the day. While the focus was on building capacity within First Nations' administrations, collaborating with federal government departments and other organizations provided a means to promote intercultural understanding for all participants. Due to its overwhelming success, the FNPSS's Band Administrators Advisory Committee was quick to express interest in collaborating on similar initiatives in the future.

AGENDA

- HR Legislation – ESDC and the BC Ministry of Labour
- Coaching in Action Workshop – PSC and CSPS
- Understanding Performance Management Panel – Osoyoos Indian Band, 'Namgis First Nation, Upper Nicola Band, ESDC and Harrison Consulting
- Managing Leadership Change - CRA

“ It was clear information to help resolve employment issues. Great direction to improve leadership and staff relationships for a better work environment. ”

- HR Learning Day First Nation Participant

BY THE NUMBERS - HUMAN RESOURCES LEARNING DAY

28 TOTAL PARTICIPANTS

28 total participants from 9 First Nation communities.

4 FEDERAL DEPARTMENTS PARTICIPATED IN PLANNING

ESDC, CRA, PSC, CSPS (and BC Ministry of Labour).

3 FIRST NATIONS PARTICIPATED IN PLANNING

Osoyoos Indian Band, 'Namgis First Nation, Upper Nicola Band (in addition to FNPSS).

34 FEDERAL GOVERNMENT VOLUNTEERS

34 federal government volunteers were involved as expert speakers and/or event support, as an in-kind contribution.

82% GOOD OR EXCELLENT RATINGS FOR EACH INDIVIDUAL SEMINAR

Over 82% of delegates that attended the HR Pre-conference gave ratings of good or excellent for each individual seminar they attended.

100% GOOD OR EXCELLENT RATINGS ON THE OVERALL QUALITY

100% of participants gave a rating of either good or excellent on the overall quality of speakers, presentations, and handouts at the full conference.



Canada Labour Code booth at the 2018 FNPSS Conference

II. EMPLOYMENT



Courtney Fletcher, former Manager, Regional Public Service, Capacity Building at the 2019 FNPSS "Breaking Barriers Creating Connections" Conference

FIRST NATIONS - GOC EXCHANGE PILOT FRAMEWORK

A **First Nations - GoC Exchange pilot framework** co-developed and momentum built:



25 Public Services and Procurement Canada (PSPC) employees notionally approved to participate in a short-term exchange



14 First Nations communities expressing interest in participating in the exchange

MUSQUEAM - STATISTICS CANADA COLLABORATION AND EXCHANGE

A **Collaboration and Exchange document drafted** between the **Musqueam First Nation and Statistics Canada** (STATCAN) to support community census work, incorporating:

- Statistical and data analysis training
- Direct one-on-one support
- Planned three-month placement at Musqueam to support community census data analysis

INDIGENOUS INTERN LEADERSHIP PROGRAM (IILP)

A new **federal government internship framework** drafted to coordinate horizontal federal participation in the **Indigenous Intern Leadership Program (IILP)**, a collaboration between Vancouver Island University (VIU), the British Columbia Assembly of First Nations (BCAFN) and the BC Business Council.

III. COMMUNICATION AND COORDINATION



Caroline Caza (IHC), Catherine Lappe (ISC), Jehan Casey (FNPSS), and Als Wok (Sandra Wesley Olson) presenting at the BCFC; April 25, 2019

COMMUNICATION COORDINATION

FNPSS communication channels regularly used to share federal information and updates:

- Monthly newsletter (over **1400 recipients**)
- Website - COVID-19 hub and Partners page (over **6750 combined page views**)
- Social Media:
 - Facebook (**1450 page “likes”**)
 - Instagram (**350 followers**)
 - LinkedIn (**290 followers**)
 - Twitter (**370 followers**)
- First Nations Administrators Network (**240+ members**)
- Band Administrators Advisory Committee

A Strengthening Public Service Institutions Initiative **GCcollab site was established.**

CSPS MANAGER'S LEARNING DAY (FEBRUARY 11, 2020)

- FNPSS presented to over **50 managers** to share the MOU story, raise awareness of the initiative and opportunities available to them, and to seek ideas/input going forward.

BAAC PRESENTATION AT THE BCFC (APRIL 25, 2019)

- FNPSS BAAC member, Sandra Wesley Olson presented to the BCFC on her experiences as a Band Administrator to over **30 federal public service leaders.**

BCFC PACIFIC INNOVATION FAIR (MAY 23, 2019)

- FNPSS provided information on FNPSS activities and opportunities to **700** fair attendees
- FNPSS Director, Jehan Casey, spoke on a panel about capacity needs of First Nation governments in BC and the role of FNPSS.

ACCOMPLISHMENTS - COVID-19 SUPPORT | 11



ISC BC Region Town Hall # 3 with First Nations Schools Association (FNSA) and First Nations Education Steering Committee (FNESC), May 1, 2020

With the announcement of the COVID-19 pandemic on March 11, 2020, priorities and focus shifted immediately for First Nations, the FNPSS, and the GoC to support First Nations as they managed the complex and urgent demands of COVID-19.

Despite the new challenges and virtual environment, the agile and relationship-based nature of the FNPSS-BCFC collaboration allowed for an immediate and seamless pivot of focus and results.

3 VIRTUAL INFORMATIONAL TOWNHALLS (March 27- May 1, 2020)

- provided updates from the ISC BC Region Executive Leadership Team to First Nation community leadership
- **450** participants

3 COLLABORATIVE WEBINARS (APRIL 29 - MAY 10, 2020)

- hosted with support from various federal departments (ISC, Service Canada, and CRA)
 - i. Accessing COVID-19 Supports - April 29, 2020 (**36** participants)
 - ii. Food Security During a Pandemic - May 20, 2020 (**112** participants)
 - iii. Discussion on Community Funding for Wildfires - June 10, 2020 (**41** participants)

FNPSS MANAGING NEW REALITIES FULL-DAY VIRTUAL FORUM (JUNE 18, 2020)

- **32 federal volunteers** provided support to the FNPSS team and event attendees
- **93 participants** from **34 First Nation** communities and organizations

VIRTUAL SESSIONS MARCH 20 - JUNE 3, 2020



6 WEBINARS



684 TOTAL PARTICIPANTS



75+ FEDERAL PARTICIPANTS

Note: Ongoing collaboration also supported the successful FNPSS weekly Webinar Wednesdays, including making connections to federal speakers relevant to the needs and priorities of First Nations.



The collaborative FNPSS COVID-19 Information Hub

“ ***Thanks to the structure established through the MOU and the resulting strong relationship developed with FNPSS, ISC BC Region has been able to communicate immediately and effectively with First Nations during this COVID-19 pandemic.*** ”
- Catherine Lappe, Region Director General, Indigenous Services Canada (ISC)

COVID-19 WEBSITE HUB

FNPS and ISC BC Region worked closely to support the FNPSS COVID-19 website hub where daily ISC BC Region updates and information from the GoC for First Nations were posted along with key resources. With input, tools and information from the Government of Canada for First Nations, the website section focuses on:

- Health and Prevention of COVID-19
- Financial Supports and Benefits
- Updates from ISC BC Region
- Emergency Response

COVID 19 AT-A-GLANCE 1 PAGERS

FNPS and the BCFC secretariat collaborated on the development and distribution of five COVID-19 AT-A-GLANCE communication products to highlight Indigenous-specific and BC-specific COVID-19 supports and benefits **(viewed over 5000 times on-line)**.

1. Resources for All BC First Nations Individuals
2. Benefits and Personal Tax Returns for BC First Nations
3. Housing Resources for BC First Nation Individuals
4. Resources for BC First Nation Post-Secondary Students
5. Food Security for BC First Nation Communities



MOU communication channels were maximized to facilitate the two-way exchange of information: current First Nations needs and priorities to the federal government, and government communication products, tools and supports available to BC First Nations.

The BCFC Secretariat collected and compiled initial COVID-19 federal supports announced into a Compendium on April 1, 2020, which was shared widely, posted on GCcollab, and included a list of key internal and external contacts for Indigenous-specific supports in the COVID-19 context.

The unique collaboration established through the **Strengthening Public Service Institutions Initiative** continues to create opportunities for both BC First Nations and the Government of Canada to respond to immediate priorities in a flexible and agile way, while ensuring initiatives are always being led through the lens of First Nations need.

A **joint workplan** for the second year of the Initiative and has been approved by the FNPSS Band Administrators Advisory Committee (BAAC), the IIIC, the BCFC, and the FNLC, and work is underway to implement many of its activities. Still, all parties recognize that the workplan is ambitious, and that to achieve lasting impact, none of the activities can be short term. Additional resources are required to ensure the Initiative can be sustained and activities successfully completed in the coming years.



Volunteers at the MOU signing ceremony, June 4, 2019

The activities and accomplishments of the Strengthening Public Service Institutions Initiative within the first year of the MOU signing demonstrate a new and innovative way for the GoC and BC First Nations to work together to help reach their shared goals and to overcome their shared barriers. Not only are there concrete outputs and successes to celebrate, but it is also the desire that this Initiative can model meaningful reconciliation for public servants across Canada.

For more information on the Strengthening Public Service Institutions Initiative and FNPSS, please visit fnps.ca and to join the conversation visit GCcollab.

Please contact Colette Anderson, BCFC Secretariat representative (colette.anderson2@canada.ca) or Jehan Casey, FNPSS Director (jcasey@fnps.ca) to become involved or to seek further details on the Strengthening Public Service Institutions Initiative.