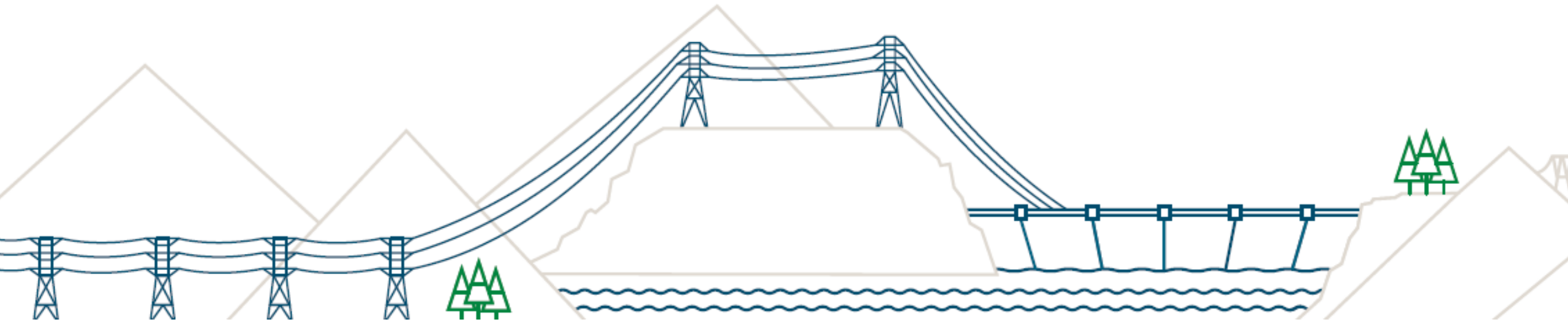


# Working with unions to advance Indigenous inclusion

## At BC Hydro



# Who is BC Hydro?

We are one of the largest energy suppliers in Canada.

## Our mission

To safely provide reliable, affordable, clean electricity throughout B.C.

## Our vision

A cleaner more sustainable future for all British Columbians.

## Our guiding values

1. We are safe
2. We are here for our customers
3. We are one team
4. We include everyone
5. We act with integrity and respect
6. We are forward-thinking


Our values represent who we are and how we work, both within the company and in the community. They help guide us in all our work.



We are here to safely provide our customers with reliable, affordable, clean electricity

A commercial  **crown corporation** owned by the province of **British Columbia**

Provides approximately **5,000,000** customers with reliable electricity

**First quartile\*\*** ranking for our residential, commercial and industrial rates 



**98%** of our electricity came from clean or renewable sources in 2022/23

Serves **95%** of the province's population

The average household uses approximately **10,000 kWh** per year



# Contribute to a mission you can be proud of.

## FOUROVERFIVE

Four goals make up our plan to move BC Hydro forward over the next five years.



Grow our load



Control our costs



Strengthen our resilience and agility

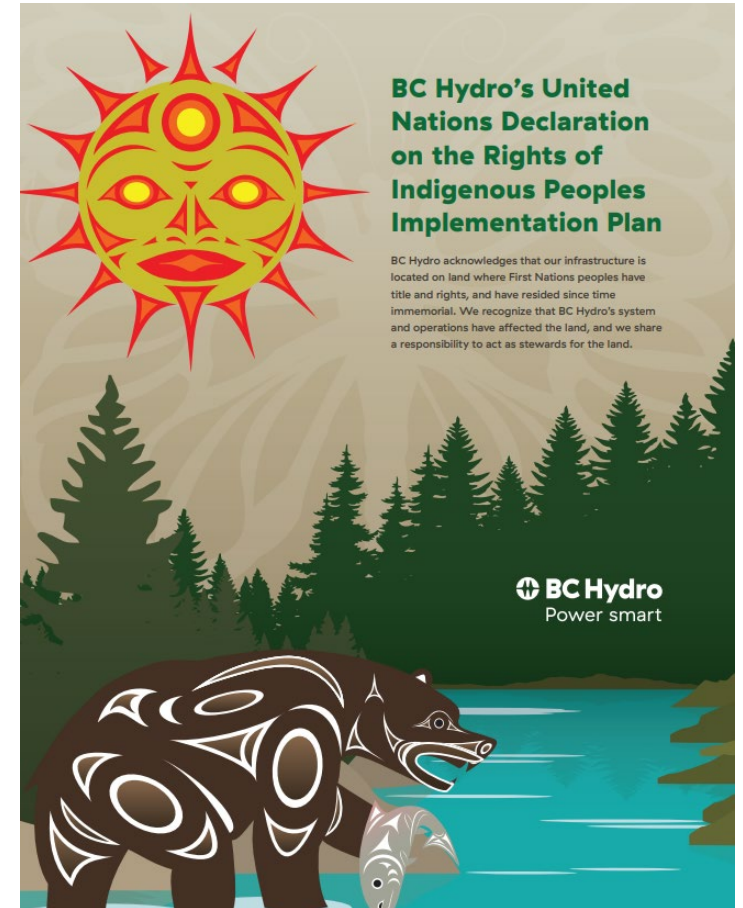


Advance reconciliation with Indigenous Peoples

## Why it's important

**Advancing reconciliation is an important part of the role BC Hydro plays in the province.**

Reconciliation is a process of learning from our history and coming together to find a path forward. It starts with listening and understanding.



# Our Union Partners



An award-winning workplace



# Our diverse workforce

People are our greatest asset, both our workforce and our customers. Our shared purpose in our service to the province is something we all have in common and can be proud of. Here's a snapshot of the diversity of our team:

**4.3%** of us are **Indigenous Peoples**

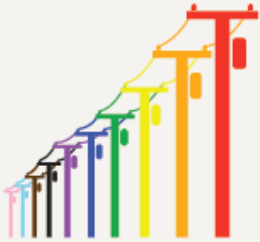
### DID YOU KNOW?

B.C. has the greatest diversity of Indigenous cultures in Canada. For example, seven of Canada's 11 unique language families are located exclusively in B.C.—more than 60% of the country's First Nations languages.



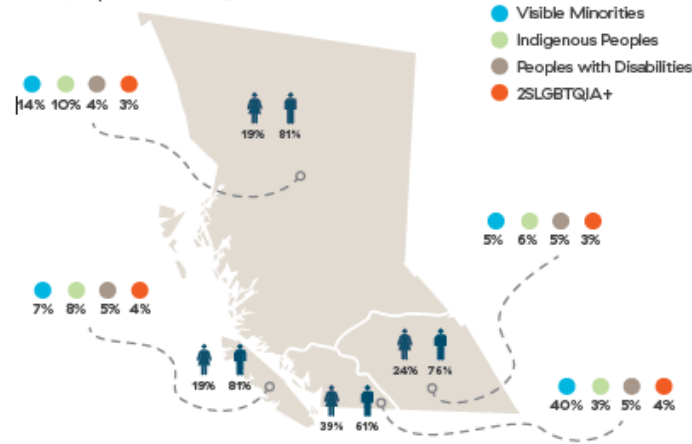
**3.8%** of us are **2SLGBTQIA+**

Two-spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual plus other identities.



Two-spirit refers to Indigenous Peoples who identify as having both masculine and feminine spirits.

This data represents **88%** of our workforce.



**30.4%** of us are **Visible Minorities**

The most common ethnic or cultural origins reported in British Columbia according to the 2021 Census. English (20.7%), Scottish (15.8%), Irish (12.8%), German (11.0%), Chinese (10.5%), Canadian (9.3%), French (6.4%), Indian (5.6%), Ukrainian (4.3%), British Isles (3.9%), Dutch (3.9%), Filipino (3.5%), Italian (3.3%), Norwegian (2.8%), Polish (2.7%), Russian (2.5%), First Nations (2.1%), Welsh (2.1%), Swedish (2.1%) and European (2.1%).

29% of BC's population were born somewhere else. The largest immigrant populations in BC are from China, India and the Philippines making up 38% of the foreign-born population in BC.



**1%** of us are **Non-binary**

Non-binary means that a person doesn't identify as a man or woman, or solely as one of those two genders.



**4.9%** of us live with a **disability**

Disabilities can be visible or invisible, permanent, temporary or episodic.



### OUR INCLUSION AND DIVERSITY PRINCIPLE #2

We will build a workforce that reflects the diversity of our communities and customers and gather data to measure our progress toward employment equity.

1. We set a target for workforce diversity, we want our workforce to reflect the diversity of the communities and customers we serve.
  - Our Indigenous representation target is 5%, we are currently at 4.3% (329).
2. We believe all groups should have the opportunity to develop and advance at the same rate.
  - Annually, we review the diversity of the leadership pipeline with business group leaders.
3. We work towards having meaningful representation across the different levels at BC Hydro.
  - It is not about numbers, it is about how Indigenous ideas, perspectives and worldviews can contribute to the work we do together.

# Overview of our programs

## Pre-Employment

- **Indigenous Career Exploration Program**
  - Not tied to a job posting – continuously available

## Employment

- **Indigenous Student Hires Program** – 4 months, paid Job Shadow
  - MOU with MoveUP Local 378
- **Try-A-Trade Program** - 16 week, paid Job Shadow
  - MOU with IBEW “Co-Op and Other Student Hiring”
- **Indigenous Professionals Program** - 1-2 year, full time temporary
  - Non-union roles

## Indigenous voice

- **Indigenous Network/Employee Resource Group (RAIN)**
- **Indigenous Advisory Council**

## Benefits

- **Indigenous Cultural Leave**
  - 2 paid days off per calendar year to observe or participate in traditional Indigenous activities that connect employees with their culture and language.



# Our approach – what's worked

- **Open and transparent communication about our objectives**
- **Regular touch points with union leaders**
- **Including union leaders wherever possible**
- **Sharing information & looking for opportunities to collaborate**

# Things to keep in mind

- **Unions are political in nature**
- **Seniority is a cornerstone**
- **Fairness and equality for all members**
- **Time and place for discussions – what is appropriate for collective bargaining vs. mid-term discussions**



# At BC Hydro

**Our diversity of cultures, backgrounds, identities, approaches and perspectives is our strength. Each of us is accountable to listen to, learn from and value each other's perspectives inside the company and out. We apply this same inclusive approach during consultation, to ensure that the diversity of our stakeholders is considered in decisions. We strive each day to make everyone feel safe so that they're able to contribute to their fullest potential. Our goal is a workplace that reflects the diversity of our province, and where everyone is treated with dignity and respect.**

**We include everyone**