



Summary – Small Business Roundtable

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June 11, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Roly Russell, Parliamentary Secretary for Rural Development

External:

- Cybele Negris, Vice Chair, Small Business Roundtable
- Ian Tostenson, President & CEO, BC Restaurant and Foodservices Association
- Sam Howard, Director, Canadian Federation of Independent Business
- Teri Smith, President, Business Improvement Areas of BC
- Paulina Cameron, CEO, The Forum
- Tom Conway, President & CEO, Small Business BC
- Fiona Famulak, President & CEO, BC Chamber of Commerce
- Ashley Ramsay, President & CEO, Yeti Farm Creative
- Rob Redden, President, Environmental Dynamics Inc.
- James Delorme, Director, Indiginext
- Jason Wong, Co-Founder, Beta Collective
- Jill Doucette, Founder & CEO, Synergy Enterprises
- John Powell, Director, Economic Development and Tourism at the District of Tumbler Ridge
- Keith Bridge, Director & President, Victoria Executive Management Club
- Michael Hwang, Lawyer & Partner, Amicus Lawyers
- MJ Whitemarsh, Senior Consultant & CEO, Whitemarsh Enterprises Inc.
- Randy Richmond, Partner & Operations Director, Spearhead.ca
- Shahraz Kassam, CEO, Shamin Diamonds
- Sue Adams, Managing Partner, Pemberton Valley Supermarket



Summary

Opening Remarks by Minister Ravi Kahlon:

- Indigenous acknowledgment.
- I appreciate you all taking the time to be here today and thank you for all your work. I know it's been an intense time lately and you have likely been under lots of pressure from your members and people you work with.
- Apologies to you who wanted to be more engaged in the restart plan while there was back and forth between our ministry wanting certain items addressed, and the provincial health office also needing to see certain metrics to be comfortable. We were working hard to ensure solid metrics were in place so that people could get a little certainty in an uncertain time. We've provided that information to the federal government as well so that they will hopefully use similar metrics for international borders etc. Sorry we couldn't engage with you more at that time.
- I don't know what this weekend will bring but I'm feeling very optimistic at this time about moving into step 2 of the restart plan due to high vaccine rates. As of Friday, we are one of the highest vaccinated jurisdictions in the world. It's a real credit to Dr. Henry, Minister Dix and their teams for receiving and then administering so many doses while working with unpredictable supplies and not having a lot leftover.
- There won't be a lot of changes for restaurants and tourism in the Step 2, more in Step 3. You can expect more discussion in the coming weeks around Step 3 and what those measures will look like.
- Update around the Small and Medium Sized Business Recovery Grant program: we will be increasing the budget from 30 to 40 million. We have supported 18.5 thousand businesses so far and can get up to 20 thousand before July.
- As you know, the restaurant industry liquor prices of 25% will be permanent. This week we will also make the changes around patios and liquor outside permanent too. Those have been positive changes during the pandemic and we don't want to move backwards.
- Before we start the discussion today, Cybele do you have any remarks as our chair?

Cybele Negris, Vice-Chair

- Thank you for the opportunity Minister, we are honoured to be the first engagement in a series of 15-20 to come.
- A warm welcome to new member Fiona Famulak, who many of you know already. This is her first Roundtable meeting.
- For today's conversation the Minister will frame what he's looking for, topics are not just about small business so expand your mind to think of cross-sector and cross economy ideas. I know you'll be able to contribute to how we can improve the economy and restart.
- What can we do as a province to look at the gains we've had over the pandemic and not move backwards and lose those gains?



Continued Opening Remarks by Minister Ravi Kahlon:

- Welcome Fiona, who I know well already. You'll do great in your new role on the Roundtable.
- Tim Lesiuk is not on the call today, s.22
s.13; s.22
Tim is now leading the economic recovery piece as ADM and we will soon have a small business ADM too. Tim has lots of great experience, including being instrumental in our CleanBC plan.
- We have a special guest on the call today – the MLA of Boundary Silkaameen and Parliamentary Secretary for Rural Development, Roly Russell.

Roly Russell, Parliamentary Secretary for Rural Development:

- I started in academics and statistics, moved in to environmental and the economic development. I'm very excited to help with diversification and resiliency.
- Like Cybele said, we're looking at how to hang on to the positive disruptions as we move forward. Thank you for having me.

Continued Opening Remarks by Minister Ravi Kahlon:

- As Cybele said, this is the first of many engagement sessions and I really appreciate all of your thoughts. Also, this is not your first but not your only opportunity to share. Feel free to take some time and send in further thoughts if you want later - no formal report needed, bullets are fine. Some of you may be at future tables too.
- We have about 15 roundtables booked so far and there will probably close to 30 when were done. These will include women, youth, environmental movement etc.
- Reconciliation will be a critical piece of economic recovery. We are in discussions with Indigenous nations and organizations on how to start this process and codevelop this together, how to assess if what were doing is actually working, desire from our partners to look at this from a holistic point of view which we will explore. Its not highlighted in the document I sent but it is top of mind.
- We will be transitioning from keeping businesses afloat and into resiliency - where the economy needs to be. The 90% of job rate is a lot, but has disproportionate effects.
- People want to go back to normal but we know it needs to be a new normal. What does that look like. Where will our economy go, not just next year but the next 10-15 years. This pandemic let us think what is important to us and the economy. These things come with opportunities. "When the tide comes out you see what's on the beach." We have seen inequalities come to light in society that were always there but have now been highlighted.
- We framed some of our questions to get at that conversation. We want you to think about not just the sectors that you work with but take a step back and say what you value and what's important to think about going forward. Hoping you can each share high level thoughts for 2-3 minutes.



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- We don't want to go back to normal but move forward to be better. What can we do to frame the economic plan?
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 - s.13 ESG is the driver for many of these global trends.
 - Environment, Technology and Innovation:
 - Move from petroleum to alternate forms of energy
 - Many companies are declaring net 0 by 2030
 - More electric vehicle manufacturing, China is currently the leader in this.
 - More accessibility online and on websites.
 - Vancouver has 7 "unicorns" (companies valued at 7 billion or more). s.13
 - More head offices in Vancouver and building infrastructure for our own talent base to be the tech centre for Canada.
 - Every company talking about technology access moving forward and highspeed internet is a major component. The Province needs to be involved so no one is left behind. I was involved in a peer review in a report on high speed internet and the issues rural and indigenous communities face. I can share with Roly when it comes out.
 - AI and cryptocurrency. I will send some reports and written notes.
 - Canada has a small population so exports are opportunities for growth.
 - Not just goods and services but other sectors like film and tv and education.
 - For example, BC has many foreign students whose fees subsidize local universities. Need to keep that up.
 - Mining and forestry – support cleaner and greener ways of operating. We do better at extracting and refining compared to around the world – we have safety regulations, no child labour, no money laundering etc.
 - Fintech and cyber security.
 - Ransomware has been a huge problem so I am hoping there will be support to leverage intelligence here in BC.

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- Internet connectivity and cell coverage
 - Critical for business and safety.
- ESG very important, s.13
 - Opportunities in BC for natural systems in connecting greenhouse gas and carbon credits.s.13
 - s.13
 - Planting trees and making other changes to benefit natural ecosystems.



- Mining will be a big driver for clean energy side – BC has rules and laws that we should leverage and move towards a green economy.
- Moving forward, very important for employers to have clear expectations from the PHO. This is key for managing staff, clients, planning etc. Clients are also starting to ask who is vaccinated.

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- Commend the language of codeveloping – that feels very important for what the future needs.
- I have many ideas s.13
- s.13
- Agree with s.13 points on ESG.
 - We are now recognizing systems that have been perpetuating inequalities for so long.
 - Wealth distribution.
 - Housing sustainability for young families so they can stay in communities and economically participate.
 - Cross generation sharing.
 - Most businesses s.13 are working on at least one aspect of ESG – many are innovate health and well-being businesses (for example cannabis, psychedelic therapies etc.)
- Decouple innovation from pure technology – ex. Smart Sweets is a highly successful and innovative gummy bear company.
- Product manufacturing and labour force shortages
 - Companies who want to stay local and hire local talent are needing to export due to lack of labour force.
 - s.13 I know that our labour shortage will continue. We need to think about how to properly support those who come into the province and communicate with industry to match skill sets
- Saw a huge increase in rural participation this year s.13 (75% compared to 25%). Need to consider how we can continue rural participation as hybrid models and offices return to in-person?
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- Provided an Indigenous acknowledgment.
- I have sent in written notes already so I will keep it fairly high level today.
- This is a critical time for reconciliation. Agree with comment from s.13 around emphasizing the rural inclusion especially the Indigenous communities.
 - Connectivity is key.
- Key opportunities for government are investors, fintec, unicorn companies to help small and medium sized businesses get more opportunities.



- Relationship building between angel investors who want to work with Indigenous communities/companies and Indigenous entrepreneurs. Indigenous folks aren't always sure how to connect.
- Indigenous businesses do really well even during pandemic, support from gov has really helped. Now need to focus on access to talent and finances.
- Micro certifications can help fill the gaps in talent and participation in those sectors quickly.
- s.22

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- Great to meet you Roly, s.22 s.13
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- Importance of ESG for new normal
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 - Our new normal should consider inclusivity, decarbonization, making sure small businesses are still our backbone.
- There are amazing opportunities in circular economies, which hits those ESG targets.
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- Clean BC Plastic Action Fund has huge potential
 - Particularly in small communities as it localizes resources, jobs etc.
 - We can educate our entrepreneurs and support those businesses to grow and invest.
- Mining – there are 31 critical minerals for decarbonizing our economy and for global investment.
 - The first Canadian carbon neutral mine opened in Saskatchewan and two weeks later they received a 100 million investment from Europe. BC should take these opportunities too. We could supply clean electricity, batteries etc.
- Hydrogen
 - Hydro BC strategy coming soon, excited to see that.
 - We see opportunities for small businesses to form interconnected clusters in local communities including production and distribution to service tourism and other regional businesses.
 - There will be opportunities for regional strategies as there will be different priorities in different areas.

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- Improvements are needed so people can work and live in rural areas.
 - Connectivity so people can work.
 - Zoning changes are also needed
 - Cost of homes and keeping youth here is difficult



- What did Whistler do or what would they have done 25 years ago to make the area more sustainable for youth to stay?
- BC is one of the highest vaccinated regions but are petering out with 1/5 still not vaccinated. This may be confusing to manage for businesses.
- BC's focus should be technology and tourism – other sectors like forestry and mining are difficult to expand.
 - To think big picture about tourism in BC – we need to invest funding into supporting our beautiful areas like our old growth forestry sector and BC parks. Many existing parks have very minimal funding to maintain their paths, facilities etc.

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- Thanks for the opportunity to provide feedback. I'll submit quite a bit in writing.
- s.13 has given some thought to this and the 3 part economic recovery plan over last few months which will forward to the table.
- Global trends that I'm aware show that typically post-pandemic economies are more inclusive and innovative than before.
- Ensuring workforce and economic equity and diversity going forward, with a large focus on Indigenous reconciliation. s.13

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- There needs to be a continued investment in transitioning to clean energy such as LNG, mining projects, mass timber etc. Big projects need to get the green light to go ahead. Natural resources impact every community in BC, although they might not realize it, so it's very important that those natural resource sectors are supported to move forward for all.
- Building towards a low carbon economy and construction is leading the way.
- Low energy buildings.
- Other suggestions: Importance of re-tooling and reskilling our workforce. Jobs will exist in a couple years that we don't know of we need to keep up with these skills.
- Appreciate s.13 comments about de-coupling innovation and technology – they are related but separate ideas. Innovative processes can have nothing to do with technology.
- Broadband in rural communities.
- Making sure regulation are not too onerous on emerging economies like cannabis, for example.
- ESG - many businesses and non-profits are not just serving members but going one step forward to link to social purpose and supporting the greater good.

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- Thanks for government's hard work on the vaccine rollout, s.22
- I agree with s.22 comment about funding provincial parks and green areas of province. We have benefited from pandemic with people coming to our community to enjoy the outdoor



areas, but funding to maintain sustainable trail heads has been an issue. We don't want people visiting to end up ruining the areas.

- People want to move out of the lower mainland to remote communities, to escape traffic and congestion. Echo connectivity is key to help u benefit from and support these people. s.13
- Resource sectors – we should educate people around the province to help them understand the supply chains in these essential sectors that grow our economy, like the mining sector.
- Regional discussions should be had – how to support them and how to attract people to remote communities in the North, especially from the medical sector.

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- From an international perspective, we really need to acknowledge what's happening outside of BC and Canada such as changing alliances and trade agreement, relationship with Asia, and worldwide focus on environmental issues.
- We can continue to lead and promote what we believe in BC and that will draw in investment.
- Supply chains are still disrupted.
- Whistler's main industry is tourism. How can we rebuild the tourism industry and how can we do that responsibly with the huge carbon footprint it causes?
- Collaboration is a given. Without it, we can't sustain growth.
- Decisions should be data driven and not politically motivated. Thank you minister, for making decisions like this.

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- British Columbians are willing to pay more to support local, green etc.
- There are labour shortage, many businesses can't find staff.
- Manufacturing and the industry space are facing warehouse space challenges. This will be a huge hindrance to growth.
- High housing costs will stop people coming to BC to work.
- We need to address the high costs of shipping and deliveries. If Americans can ship into Canada cheaper than Canadians can that's not a fair playing field.

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- We need to look at what was great in the pandemic and use that for great business practices moving forward.
 - Great examples were the PHO and telehealth.
- Supply chains issues are causing huge price increases. For example, in lumber.
- AEST micro credentials program allows employers to know who they are hiring and gives employees more self confidence too.
- BCIT mass timber credential.
- Hybrid thinking across ministries is important, not silos.



- Everything needs to be based in inclusivity, cultural safety and humility. That needs to be the new norm.
- Caution around new normal, there will be consequences. For example, working from home will create a lack of brick and mortar stores, office buildings etc.

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- I echo many other points.
- Society is changing – housing is needed for the people experiencing homelessness s.13
- Thanks to the minister for all he's done for Canada, including playing on team Canada.

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- I agree with so many of the amazing comments and discussions so far – so ill focus smaller scale
- Downtowns and main streets
 - Looking at healthy and stable inclusive environments including: affordable housing, food security, safety and security should be at forefront of all our communities.
 - Downtowns disproportionately effected during pandemic – I see them transitioning from centre of commerce as not everyone will be working there anymore.
 - We need to rethink our urban experience to be places for social gathering – integration of arts and culture, entertainment etc .
- Concept of 15 minute complete communities
 - Making sure people have everything they need withing a 15 minute walk – housing, work, childcare, fun etc.
 - This promotes work life balance, health and positive environmental implications too.
- Sectors we should invest in:
 - Tourism hugely important, we will eventually see a rebound.
 - People are our greatest strength – training, micro grants, reskilling etc.
 - Tech, environment and health sciences.
 - Need to support and protect our industrial lands and abilities to manufacture locally.
- Keeping costs low for business, its not affordable or sustainable right now with high commercial property taxes etc.

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- Hydrogen economy
- Legal lands – how do we achieve new normal in a fair and just way.
- Canada is a wonderful experiment in diversity. Unity and diversity is what we need to achieve. As we move forward, we don't want to leave people behind.



- People who are not included in this dialogue wonder why government takes the action it does to get through the pandemic.
 - Social media has become very divisive whenever there is a government announcement.
- Reconciliation is the biggest unjust piece in our society and needs to be prioritized. It's critical to do reconciliation a respectful manner and explain why.
 - Every day we have new people coming into BC who don't know the background, we need to educate and ground in rule of law. For example, government announcements should come with direct references to laws and the constitution.
 - Bring people back to highest law of the land and help them understand that we neglected the treaty and colonialism.
 - Revolutions don't happen during pandemics and depressions but during restarts.

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- My hopes for BC citizens and businesses is more awareness of how we function in society.
 - Local economics will be important as people move out of city centres where they can buy a home and raise their families.
 - With that, comes with increasing property taxes in areas not used to it.
- There are cost barriers but BC has always been innovative and has a huge value offer to the world. Very excited for these conversations ahead.

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- Agree with others' points.
- Small businesses will continue to be the backbone of the economy. There have been business closures there are probably just as many if not more new small businesses.
- We can't forget about non-profits, they are society's safety net. Without them, many people would go unserved, especially women, Indigenous, BIPOC and people with disabilities.
- Creating headquarters in s.13
 - We want to draw those industries to BC such as pharmaceuticals, health, tech etc.
- Can we repurpose commercial property use to benefit communities.
- Transit – getting people back but also investing in high speed transit to get people around the province.
- Tourism –absence is impacting small businesses, we need to get people back here.

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- Minister, you've set a new way of government and let's continue that approach moving forward.

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- I don't know that we answered all of the Minister's questions specifically during this conversation, so feel free to send additional comments to s.13

Closing Remarks by Minister Ravi Kahlon:



Ministry of
Jobs, Economic Recovery
and Innovation



- There are some many comments I want to respond to but don't have time now.
- Like ^{s.13} said, we are so privileged to have these conversations. This meeting has invigorated me and reminded me that brighter days are ahead. Continue to share your ideas as you have them.
- If you have ideas about people who should be included in future discussions, let us know.
- When I was first elected and participated in human rights conversations, one of the elders asked if we were going to talk about human right from my context or theirs. They taught me to listen, learn and then lead. Thank you for giving me that opportunity today.
- We'll connect soon about the path forward and I hope we can soon meet again in person.



Summary – Climate Solutions Council

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June 17, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable George Heyman, Minister of Environment and Climate Change Strategy
- Gerri Sinclair, Innovation Commissioner
- Raghwa Gopal, CEO, Innovate BC
- Jeremy Hewitt, Assistant Deputy Minister, Climate Action Secretariat, Ministry of Environment and Climate Change Strategy

External:

- Karen Tam Wu, Regional Director, Pembina Institute
- Kurt Niquidet, VP, Council of Forest Industries
- Skye McConnell, Manager of Policy and Advocacy, Shell Canada
- Merran Smith, Executive Director, Clean Energy Canada
- Toni Boot, Mayor, District of Summerland
- Jill Tipping, President & Chief Executive Officer, BC Tech Association
- Joie Warnock, Assistant to the President, Unifor
- Danielle (DJ) Pohl, President, Fraser Valley Labour Council
- Colleen Giroux-Schmidt, Vice President, Corporate Relations at Innergex

Summary

Question 1: Global Trends and ESG

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- Net zero GHG emissions by 2050 national commitments across world will change and increase demands for exports (e.g. opportunity for minerals (for batteries), clean aluminum, clean electricity to the US), importance of LNG less understood. BC has opportunity to market these clean exports to the world



- Countries are linking industrial strategies to their climate strategies (UK, EU), s.13
s.13 decarbonizing the economy will expand our exports (point above)

- UK EU – 10 point plan “green industrial revolution” is a model that BC could use

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- Also highlighted the UK/EU 10 point plan as a great place for BC to start
- Climate change is a global trend, BC needs to look outside of our own borders to the broader opportunity to capitalize

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- IEA has laid out 400 milestones/recommendations for globe to reach net zero emissions by 2050

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- How can governments, businesses and society collaborate to create better future?
- Lots of energy around the net zero 2050 target – common understanding
- B7 (business side of G7)’s messaging is around strong opportunity to collaborate with business
- BC has many existing climate advantages that are not commonly understood - Long standing carbon price, regulations, UNDRIP, GHG inventory are great foundations, accelerate these places that BC has been working already – we’re not very vocal about the advantages that we have already, global communication of our strengths is a key opportunity

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- Local government is interested in new program that’s replacing s.13
- Many countries have elevated climate change to an emergency status to increase collaboration and speed of delivery

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- Encourages government to continue further disclosure of climate accountability
- Companies also becoming more transparent with climate disclosures
- Look to Sweden and Finland as they have resources that are more similar to ours

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- Highlighted importance of a just recovery. Supporting equity and indigenous participation- must address the barriers, climate change will have a disproportionate impact, but child care and connectivity can help address barriers

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- Also highlighted linking industrial strategy to climate strategy



- Clean Energy Canada released an important report – analysis of jobs moving forward in a clean energy economy
- Opportunity to align with US on ^{s.16} policies, procurement policies, clean resources – see Blue Green Canada report
- Important to have workers at the table as industry transitions to clean manufacturing jobs

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- Move with a sense of urgency towards 2050 and align government investments accordingly, stop looking backwards
- ESG is how capital is being invested, how materials are being procured – represents a tremendous opportunity if BC showcases our ESG advantage (key point)
- Major export opportunity to US – be a supplier of choice
- Overall trend for North America to be self-sufficient

Question 2: Opportunities for growth and innovation?

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- These clean export opportunities can unlock regional/Indigenous economic development throughout BC
- Small infrastructure another opportunity – neighbourhood electrical incentives

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- Mining, minerals an export opportunity to the world, increasing demand on batteries. Need to make these industries clean (to align with ESG opportunity), better brand and sell minerals as clean. (key point)
- Batteries are the drive train of the new energy system. Battery manufacturing needs to be kept in Canada, courting like Quebec. Tesla/VW want clean batteries. Don't just only export them to be manufactured elsewhere. (key point)
- Hydrogen is another opportunity – 2000 jobs by 2030, BC needs to be a first mover

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- Service sector dominates BC's economy, will continue to grow
- Double down on talent, bring as much talent into the province and develop the talent we have
- Rapid reskilling courses, being inclusive around education and pathways to developing talent, guaranteed ROI with developed talent
- Quality of life is the fundamental magnet for knowledge workers, BC has an opportunity here (overall key points on importance of attracting and retaining talent in economic plan)

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- Every dollar invested in building sector (retrofitting), returns 3-4x



- Passive House in BC (green building) is an example of how BC demonstrated global leadership in green builders. Same can be done with other industries.
- Mass timber opportunity to export the products and knowledge/expertise (services) around the world
- Biofuels – opportunity to increase value our own biofuels

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- Collaboration between private and public sector (specialized trucks in California example)
- The more the government can write down its goals and objectives allows for business and industry to be certain in where government is going, so they can align (key point)

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- Food Hub a good model
- Regional food distribution helps with lower GHG
- There are existing ways to capture carbon in agriculture

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- Opportunities with specialized trucking (e.g. electric logging truck by Mosaic)

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- Emphasize opportunities in electric battery manufacturing
- Bring workers with the transition to good paying clean jobs
- Provided examples of protecting environment

Minister Heyman highlighted Mark Carney's comments on opportunities to align with global ESG investment priorities



Summary – Innovate BC Board of Directors

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June 18, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Dr. Andrew Petter, C.M., Q.C. (Chair), President Emeritus
- Raghwa Gopal, CEO, Innovate BC
- Brenda Bailey, Parliamentary Secretary for Technology and Innovation
- Gerri Sinclair, Innovation Commissioner

External:

- Ben Sparrow, CEO + Co-founder, Saltworks Technologies Inc.
- Denise Williams, Executive Director, First Nations Technology Council
- Dr. Elicia Maine, Special Advisor on Innovation to the Vice-President Research, SFU
- Michael Fergusson, CEO + Founder, Ayogo
- Gail Murphy, Professor and Vice President, Research & Innovation, UBC
- Lesley Esford Duronio, Principal, Bio2Strategy
- Suzanne Gill, Vice President, Government Relations & Public Affairs at Canada's Digital Technology Supercluster

Summary

Question 1: Global Trends and ESG

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- Global trends: s.13 Trend –
universities playing more central role in initiating breakthrough innovation and getting into world, and then private sector buying it up. Used to be corporate research labs. Last 20 years, now breakthrough coming from universities and spin out organizations. Need to support that, take advantage of it in BC
- Trend: role universities and spinouts play in response to global pandemic. Value of our ventures in the world. How to we support more of those spinout companies



- Trend: energy transition. Global crisis which we have world leading research and companies. How do we both solve our own sustainability issues and take advantage of our leading research companies.

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- Trend: Diversity on boards. Can BC do more to develop more talent so can join more boards internationally to spread word about bc
- Trend: low carbon economy. Massive opp where BC well positioned in some, terribly in others. Where not well positioned are more valuable: lithium and solar vs. hydrogen. Lithium everywhere but hydrogen cars still only at trade shows
- CleanBC could be sharpened

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- Let's look forward and see how we can do things differently.
- Going forward, let's look at how world has changed. Proud of bc work – Pfizer / moderna wouldn't have been possible without bc economy
- s.13 One opp that's so massive is around health. We got pushed forward a lot, before were 5 years behind fintech. Idea is not to have people in hospitals but away from hospitals – digital technology, health solutions, doing things differently

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- Opportunities: talent. Stickiness of talent in BC one of our great strengths but can stick even more of it in BC to help build innovation economy. Have so many bright young individuals in PSIs, many want to stay in province and build careers here. Seeing in undergrad and grad students – interest in entrepreneurship has increased substantially. Need to give opps to try and fail and try to succeed as getting out of university into small start up and then bigger ecosystem
- Got great supply, need to foster environment where can be successful. Started company with some grad students that's now 175 people enterprise software, took series C financing and had some workers there since beginning 14 years ago. Wanted to be involved in company, love it when California companies try to hire away but people want to stay in BC. But employees need support to do that. Worry about pull of multinationals coming into environment. We need them but they start to pull talent away. Talent pipeline – create students, bring them into companies where can innovate, and then keep them in BC

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- Very difficult to recruit intermediate to senior talent, smaller BC innovation companies are competing with companies that have been given significant incentives (Microsoft, Amazon) and stick with small BC companies

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- Work should be done to make it easier for remote employees to come to BC to become part of the community
- Opportunities to enable smaller BC companies to band together to work towards larger opportunities

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- Indigenous-led innovation and technology, Indigenous tech-council
- Indigenous interest in tech entrepreneurship is strong, access to affordable and reliable internet is so important to an inclusive economy, need better programming and better line of sight to federal connectivity programs
- First Nation service organizations and not-for-profit organizations are unfunded but playing an important role

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- The climate change issue is compounding the issues BC is facing
- How do we get BC innovators together in a collaborative environment to compete globally. How do we create vehicles for the large multi-nationals to invest in smaller BC companies?

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- Not seeing adoption of new technologies and innovation by BC companies. If other jurisdictions are adopting these technologies and innovations first, they will have an advantage

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- BC has strong post-secondary system, s.13

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Question 2: What should our priorities be? What missions should we take on?

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- In conversations with Federal Government talking about investing in innovation HQP and build for scale strategy, investing in HQP is really important because it aligns with innovation, sustainability and inclusivity, most of the students are leaving the province or under employed.



- Build for scale strategy – how can we take advantage of our research universities, how can we create a portfolio of anchor companies, systematically build for scale companies that can help address our key challenges
- s.13 – stats show clearly that graduate students that are placed into work are more likely to stay within the province. They also help companies better access university talent through programs like Mitacs

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- Opportunities with AI, analytics, emerging AR/VR. Delivery of virtual care has proven itself as a unique capability for BC, leadership piece and leaders in genomics, structurally our health care system is challenges to pivot to virtual health care

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- BC has a number of untapped resources, enthusiastic about late career reskilling and women re-entering the workforce, boards of directors are opportunities to these workers, its well understood that diverse boards are more successful

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- s.13 highlighted the shift to ESG as a priority for investing, BC is ahead of the curve (government messaging has been strong), challenge is how do we translate this messaging to execution, specifically to transitioning to a low carbon economy. Afraid BC is going to miss out to develop a marketplace for low carbon – need to build locally and export globally. Need made in bc solutions first procured by BC companies (all sizes) and bc government and helps them export to the global marketplace

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- Near term commercial – electrify everything (BC has been doing this for decades), BC hydro (one of the biggest batteries in the world), solar and lithium – no lithium extraction, etc in BC, s.13

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- Health care delivery is very fragmented, the focus is on delivery of health, you can't speak about commercialization of health care system in BC, need to focus on moving innovation through health care centres. Huge opportunities around manufacturing in health. Need to take advantage of federal and provincial investments in genomics, data another opportunity. Opportunities to work with the Cascadian mega-region. Create an opportunity to tap into the high level talent in Seattle

s.13





s.13



Summary – Innovation Companies

s.13

June 22, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Dr. Andrew Petter, C.M., Q.C. (Chair), President Emeritus
- Raghwa Gopal, CEO, Innovate BC
- Brenda Bailey, Parliamentary Secretary for Technology and Innovation

External:

- Hana Doubrava, Corporate Affairs Director, Microsoft
- Jason Smith, CEO and Co-Founder, KLUE
- Jeremy Shaki, Co-Founder and CEO, Lighthouse Labs
- Jesse Dougherty, Vice President, AWS/Amazon
- Geordie Rose, Founder and GEO, Sanctuary AI
- Dean Prevost, President, Connected Home, Rogers
- Phil Lind, Vice Chair, Rogers
- Samarth Mod, CEO, Freshworks Studio

Summary

Question 1: Global Trends?

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- Trend: Jobs, talent, work becoming increasingly global. Question to us all is how do we make sure BC stays relevant to a global workforce
- Trend: Digital revolution – respect to digital / hybrid workplace is here to stay. Many aspects of covid experience will stay with us, for better or worse, businesses, orgs and government needs to adjust to. Workplace policies situated around that
- Trend: Notion of “building back better” – equitable future and making sure everyone benefits from the opportunities, and from sustainable and sustained growth



s.13

- s.13 If BC wants to get ahead goes beyond remote work force. It's also lives and works remotely – spreading out where people live and helping them live in different places very appealing to people, communities benefit. Haven for people who want to work freely and outside of major cities. Housing prices, etc. Infrastructure investment needed to do it well
- Digital currency. s.13 – Toronto and east has, central banking systems. Amazing tech companies growing in this space here but investment to get BC drive more of a financial arm a lot of people and companies would benefit from. Would like to see province be ahead of the curve instead of fighting it with the institutions that are fighting it
- Build infrastructure for adults retraining in faster formats. BC is extremely well set up for partnership with universities in alternate formats and learning. Engage under-represented groups and those impacted most – includes people who don't know how to make money in short term rapid changes to be able to make money and handle change.

s.13

- Big trends – another one. Pay attention to talent supply line, a lot is international and can be disrupted by political climate and things like pandemic. Can't afford it, like interruption to university students. s.13
- s.13 Intend to continue using significant spaces in s.13 creates strong culture. But don't give up on how city can serve innovation and support development of businesses because benefit to critical mass and distribution curve
- Need to lean in for curriculum changes – software completely different than 10 years ago, now run like utilities not apps. find ways to modernize talent pool so can attract businesses that want to hire
- Take hard look at affordability and choose direction – do we want to be a long term resort town with a focus on tourism OR tech community that thrives and allows take risks, thrive and go. s.13 In 20-30 years what does lower mainland look like from economic diversity perspective.

s.13

- Frantically trying to engage connectivity in the province. Would solve many of these problems mentioned. Trying to be all over the province and with connectivity for rural, remote and Indigenous – incredibly important, very expensive, but it's what the province needs.

s.13

- Building telecom incredibly expensive, and BC one of most expensive because of mountains, diverse territory, parks that go through it. s.13

s.13





- 5G infrastructure next generation of industrial revolution for business. – Particularly where want to add AI, distributed networks, spread out warehouses, ports, etc. This infrastructure gives gas to next revolution inside businesses. s.13

s.13

- Couple companies moved out of BC for a couple reasons. Tactically – looking for office space – Vancouver is the tightest market in NA for light industrial space – this includes Manhattan. Very hard for young company to get space in Vancouver – can't afford a path downtown. When trying to grow new business, very hard to find space
- Global supply chain for technology products trashed over last year. Up to 1 year lead time to buy semi-conductor and hardware products. Not as easy to buy components you need. Can't go buy from Best Buy, backed up. Bad news for a bunch of industries, haven't seen it yet. Automotive consumes large number of semi-conductors and will be hit soon

- s.13

s.13 Machines that can do people work will look things like the steam engine look like blips. Policy not going to be able to keep up with this but needs to be on radar

- Generally speaking metacomment – lots of places that think big, act big and then get results. BC has not been one, nor Canada more generally. Saudi Arabia commitment to spend \$500m to build new city of future. Big risk, big funding to achieve big goals. Part of reason we don't get value created here – one reason is need to start thinking bigger, not just incremental to what we usually do. Representing tech side here, if we want something big to happen here that moves needle on Canadian economy it's not just adding people to universities it has to be something big and new and ambitious

s.13

- Echos.13 Echo machine learning trend across every company. Almost every company in world will become some form of tech company. Drive for talent is enormous and we won't satisfy it locally, we need to build it up locally too but look further
- Livability and affordability challenge in BC is a big one. Policy change won't stop it, will keep going up. So will be dispersion of people to edges. Will need very fast internet everywhere to allow those people to compete for jobs. Need electricity not just connectivity
- Need sellers – always short on that. Need people trained and built up to sell and build internal sales program
- Diversity and inclusion initiative here to stay. Job postings dropping need for experience, university degrees and looking for broader talent. Affirmative action hiring. Risk that we need exceptional talent not just good people. Balance that with D&I initiative

s.13



- Need for Canadian work experience gets in way of getting a job, but starting to decrease. Companies opening up looking for more perspective. Looking forward – what will differentiate and elevate BC? Its people. Need people either in BC or working remotely for a BC company. As employers and gov should be very open that people will be working on projects from outside of BC or Canada and we need to be comfortable with it
- Diversity and Inclusion – we have very diverse staff and celebrate it. We want to make sure BC is able to offer a place of cultural celebrations to happen so BC is attractive to immigrants and competes with people choosing between US and Toronto
- “Great resignation” challenge – need to offer higher salaries to compete with bigger companies. Those costs will be transferred over somewhere. Gov and clients in for a bit of a cost increase based on the need to pay higher.

Question 2: Opportunities for innovation and growth, where is BC’s advantage, what goals/missions should the province set?

s.13

- s.13 leverage strengths BC has been leading on – emerging creative industries, digital space, life sciences, clean tech, AI and quantum. In terms of trends – notion is around tech-enabled future and innovation. Conversation around technology no longer being a sector but an entire economy. Make sure sustain new and emerging trends but also look at digital transformation of traditional industries such as forestry.
- Real need for the industry and academia and government to work together. Reservations to government working in partnership with industry – still don’t understand why there are reservations. In any part of world there is benefit to organizations that spearhead industry and government partnerships – role of accelerators, innovators, role of InnovateBC in BC ecosystem.

s.13

s.13 How to streamline voice of industry and economy to gov and so they see gov working to advance the goals of the sector

s.13

- Further the connection between industry and government - solves a lot of problems. ESG – BC amazing place with sustainability but connecting it properly to business to point that can be exported and BC companies can succeed with it needs to be pushed aggressive
- Bc needs to be more aggressive – not that goals and people wanting to work isn’t there but it needs to be pushed aggressively.
- Leader in Canada in digital currency – BC could have bigger role than realized
- Training – hearing about talent. Get out of institutional mindset. Personalized learning, thinking about tech that makes learning more personal, tailored and in the workflow in the moment is needed. This change not going fast enough. Everyone keeps bringing up talent as a need but then goes back to institutions. For adult talent we need ways to advance people who already



have main knowledge but need to make them the best personal version of themselves. Need to drive personal learning in a much more aggressive way.

s.13

- Reskilling for people later in career very important point. Need to do something big here.s.13
s.13
- Companies that went online during the pandemic did a lot better than those that didn't/. action to help SMEs go digital quickly have long term benefits, costs lower, larger customer basis, start to sell internationally from wherever they are
- Been tricky to find partners to help execute programs in BC like in other jurisdictions
- Too many industry associations that don't work well enough together. Represent too many pockets and don't represent voice of industry well enough. In other regions there are fewer associations and they're more effective, e.g. Ontario. Call to action – get together and figure it out. If no benefit, let's fix it.
- Countries where gov spending is directed to innovation spending tend to do better than those that don't. haven't seen a strong and effective way of directing gov funding to innovation in local economy. Some, but don't see any risks or large motions being taken. Encourage re-evaluating procurement side and figuring out what's the biggest best we can take here that will have the biggest economic benefit

s.13

- This government deserves a lot of kudos because on top of a lot of things – almost every issue raised today there is a sort of answer to. Talent and education which are cited as a problem, but at least gov is onto. The thing that struck me – multiplicity of organizations. That's not a good thing, should try to get down to a few and really work together with government to solve some of these problems.
- What can gov do for us.s.13
s.13

s.13

- In BC, have a real willingness to partnership, e.g. UBC. Have campus to work on and build use cases. BC Hydro – seismic modelling. Vaccines. This is province has seen most partnership to turn ideas into reality.s.13

BC has been really out in front to partner to deliver real ideas. s.13

s.13

Need more of that. Gov should help

encourage these kinds of partnership to grow

s.13





- Thought a lot about this, no answers. Used to think everyone needed to be in same building, engineers chatting over lunch engine of ingenuity but not just reality anymore because employees can't afford to come here, means if want to work with them need to allow them to work remotely.s.13
Revelation – can build productive software teams that are distributed with modern rules. s.13
But it's a trend that's not going to go away. How to bring people here? Need to solve problem that someone coming out of school with \$100k can't buy a \$1m home. For growth, has to be appreciation of what BC is best at –s.13 we could live anywhere in the world and we chose here. Reflection on why that is is partly the answer to how we can compete. We need to think about that why in terms of attracting other people. What's better here – healthcare. Differentiating factor for bC businesses – another way of providing healthcare. Preventative self-data collection. Why need to get prescription from doctor to get monthly bloodwork. s.13
s.13
- Double down on what good at, focusing on strengths is always the right way to make progress, trying to backfill weaknesses is always the loser's game. Doubling down on strengths, that's the way to become world class at something.

s.13

- Comes back to having great people in BC. Greatest economy in BC –s.13
s.13
s.13 Emphasizing good things about BC
- s.13

s.13

- Half on call are from big companies, and half from small companies s.13
Even availability to provide time to this engagement different among us. s.13
s.13
- Housing supply has to grow means going up not out. Great broadband means can go anywhere.
- Where are we great? Gaming, digital currency, robotics. Reality is, we're great where entrepreneurs spark life. An entrepreneur that takes an idea from nothing and accelerates. Instead of gov do something, find all these sparks and fuel them. 4/7 unicorns in BC are SAS companies but nobody ever talks about SAS being big in BC. SAS could be a core of BC. Sparks across the province and in Vancouver that are fantastic entrepreneurs building something great because they found a problem and a solution.
- Truth be told, not sure government is the right picker of the best businesses. Government assists – looking at businesses that like what doing and augment it. s.13
s.13
Partner with business community, don't try to have government identify the rising businesses.



SHRED program (sp?) great program but only for scientific research – what can BC do create a market to help smaller BC companies compete with Amazon and others who can spend a lot more money. Pay equities to attract great talent and funding equities that's non-diluted that can help companies scale to a bigger size.



Summary – Digital Technology Supercluster

s.13

June 22, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Dr. Andrew Petter, C.M., Q.C. (Chair), President Emeritus
- Raghwa Gopal, CEO, Innovate BC
- Adam Walker, Parliamentary Secretary for the New Economy
- Brenda Bailey, Parliamentary Secretary for Technology and Innovation

External:

- Sue Paish, CEO, Digital Technology Supercluster Board
- Dr. Nadine Letson, Chair, Digital Technology Supercluster Board; Microsoft Assistant General Counsel
- Bill Tam, Founder and COO, Digital Technology Supercluster Board
- Shawn Gervais, VP, Strategic Foresight, Digital Technology Supercluster Board
- Suzanne Gill, VP, Government Relations and Public Affairs, Digital Technology Supercluster Board
- Alexa Young, VP Government and Public Affairs, BC Council of Forest Industries
- Bob Cantwell, Managing Director, Boeing Canada Operations
- Carling Dick, Principal, Earnscliffe Strategy Group
- James Hursthouse, Chief Strategy Officer, AMPD Technologies
- Gail Murphy, VP Research and Innovation and Professor of Computer Science, UBC
- Dr. Steve Slater, VP Strategic Initiatives, Terramera
- Handol Kim, Co-Founder & CEO, Variational AI

Summary

s.13

- Improving on access to critical health services like ultrasound – handheld ultrasound devices – collaboration between private, public sector rapidly increased access to Indigenous



communities. One of many tangible commitments the Supercluster has made to improving services to Indigenous communities.

s.13

- No matter where you are in the world, recovering from pandemic will take collaboration between business, government, academic and non-profit
- Secret sauce to the Supercluster – collaboration between academic institutions, large and small companies and government, has allowed us to accomplish a lot since established a few years ago. s.13 – impressed how quickly been able to stand up projects with breadth of participating organizations and depth of talent
- We have 30 people on the Board, so only invited a smaller cross-section to allow deeper conversation. Have looked and questions and talked among board about input so will go around and provide some comments

s.13

- Pandemic ramped up expectations around ESG. Community and public we operate in thinking about this, biggest trading partner (US) wanting to see this, financiers have it top of mind when decide where to put money and what jobs trying to get. Extremely top of mind and good news story in BC is we do this well. Word class regulatory regimes. Low carbon advantage producing products world wants with lower carbon footprint. Know we're not perfect – do things safer and more sustainably.
- How can we maximize this opportunity? = Team BC approach – First Nations, labour, gov, everyone at table. This is already reflected in type of model supercluster representatives driving solutions to world's biggest challenges. Getting healthcare to people, s.13

s.13 BC has huge advantage, huge opportunity to maximize advantage

s.13

- Trend, opportunity challenge: Talent and people. This gov already identified but worth bringing up today. Figuring out how we attract, grow and retain talent. Supercluster interested in doing with capacity building stream. Focusing on skilling leadership and providing opportunity and ability to participate is super important. Supercluster leading way in that respect

s.13

- s.13
s.13 But learned people don't need training and certification, need soft skills and networking and matching employers with skills. Super important to make spaces for networking so can match skills to job. BC is rich in tech, harness what we need, curriculum to train and hook up properly trained people with the right jobs. BC needs to bring all the right pieces together.



s.13

- Talent is essential. The other part is the talent that can create the tech. spectacular achievements of life sciences in BC over last year – talent that grew here that can create research and inventions like MRNA, ability to do clean tech. Knows how to create hydrogen hubs, do battery fuel cell approaches. Being a smaller province is an advantage because can bring groups together in forums like the supercluster. Can join events, get to know each other, and get projects going quickly. So BC not too small, but maybe right size to be able to get around province, use people from different regions, use core of digital tech innovation to transform sectors like forestry, drug screenings, transportation. Build products of future.

s.13

- Not single economy in world that can say this
- Opportunity in BC – stats from World Economic Forum 2025 predictions
- 1) Think Big: Capitalize and leverage on learnings of past 15 months. Speed supercluster works combined with collaboration mindset. We don't invest in someone's great idea, we invest in great minds coming together to do business that wouldn't otherwise have met. Some realize not actually that good at innovation until they come talk to others in supercluster. Special approach to innovation – fast and agile. Agile ex. – last in-person meeting of board March 2020 then some left for Ottawa meeting. On Friday in-person shut down, on Tuesday got call asking for help with COVID. Supercluster said yes. In 8 weeks created space where companies came together to identify problems and create proposals to collaborate on solutions – many businesses submitted. BC companies are ready to show up. Delivered outputs – handheld ultrasounds, other technologies in marketplace right now developing value to citizens. Doing in weeks and months what would take years in other environments. Use what's working and discard what is not.
 - Recommendation – think big and look at these kinds of structures and models to do it.
- 2) Leverage multiplier effect: Building relationships across sectors and organizations. Commitment of this government to the future and innovation – how can we make $1 + 1 = 3$ or 5 or 10 because we all play in different spaces. Move away from investing in silos and generating multiplier effect
- 3) Don't be afraid of risk: Invested in sectors that may cause us to say what? Aerospace? Agtech? Health? Why – if want to have a healthy economy, have to have citizens that feel and are healthy and safe. Health should be an economic driver in BC

s.13

- Led one of the covid projects funded by supercluster. s.13
- 1) gov was up against very difficult decision with Site C and decided to go forward – will provide us lots of clean power and contribute to BC able to meet obligations on carbon



- Way that supercluster has started to pull together many companies – works really well. Pull together companies that wouldn't have otherwise met or worked with. BC is just the right size, easy for small companies, particularly through convening group, to be able to talk to much larger companies and multinationals and those in another space. Have found a sweet spot, province has opportunity to take advantage of it.

s.13

- s.13 Part of 17
different supercluster projects right now. s.13
s.13 Not play to acquire Canadian companies but to build out
base in Canada. Capacity building projects really allowing us to apply skilling resources we have
as big company. s.13
s.13

s.13 Would never have learned of this without
supercluster and helps s.13 find that sweet spot where technology can help society. This
system is a way to get things done

s.13

- s.13

s.13 Unique challenges around getting lab space which is critical. AI is an accelerant, not a replacement to wet lab research.

Question: Where would you put your focus on when looking at economic recovery?

s.13

- Collaboration through supercluster fantastic. To be successful long term, need to grow IP in BC which creates HQ in BC, decisions to locate in BC. You can buy supply chain anywhere in world, becomes very disjointed from our perspective. Emerging technologies like AI, quantum – apply it to our industry. Transform s.13 or manufacturing, to make more productive.



Manufacturing around the world – global competition. Be way more aggressive in building technology into systems. 's.13

s.13

Federal gov

can make anything happen with this. Be very aggressive in applying it into some of treasures of companies we have –s.13 other companies. Help enable others to become more competitive and become part of our supply chain and growth.

s.13

- 1) BC can invest in platform technologies. BC has amazing AI strength but we're not on the map worldwide for AI because don't have critical mass because haven't seen investment from fed and BC government that's been in place elsewhere. Opportunity through supercluster economic engine – marry together fundamental AI advances that companies like s.13 needs as well as take and make into commercial projects through supercluster development and help reach into underrepresented communities. Hard to imagine in 2030 an industry that isn't going to be touched by AI – so need to grow capabilities
- 2) The more we grow people. Making our youngest citizens about science, ideas, infecting excitement, through PSIs and upskill programs
- 3) Thank gov for commitment for BC KDF fund – Accelera was able to start through this, fuel cells – because program was there up front. Investments paid off well during pandemic – promote learning, healthcare. Need to keep up, many areas still unserved. Build up infrastructure so can build up and create across bc.

s.13

- Digital tech and data will be backbone of future technology. We're in transformation times right now. Province and econ built on resource industries – everyone rallied around ports, roads, railways in past. But need to look in 2021 at new age infrastructure with same sense of importance and urgency as historical traditional industry infrastructure. Also need new technology to help make traditional industries better – this is a win/win on both sides.

s.13

- 1) Digitization mainstream – infrastructure, getting all businesses digital. Everything will be digital at some point in time. Infrastructure investment that allows economy to flourish, tech not separate from rest of economy
- 2) Don't project current industries or sectors. Sears had everything that Amazon had at turn of century – pick up orders from outpost, catalogue. So why didn't digital transition of Sears create Amazon? Completely different mindset. When look at AI capabilities and layer on high performance AI/computing capabilities, animating capabilities – have ability to create brand new industries in multi million \$ scale. But they're not extension of or extrapolation of existing sectors – this is about leveraging emerging technologies. Make room for creation of new industries



- 3) talent – need to reduce the time and cost of getting people job ready. Rapid skilling. As companies become digitized need to be able to move people at scale. People can't take years out of life to get new skills and hope leads elsewhere. Need investment in talent but also approach to talent. More adaptable, mobile talent.

s.13

- 1) data is the oil of 21st century – but oil needs to go somewhere and powers something. The Oil that fuels it is computing capacity. It's the second largest expense item we have after salaries. Pay a lot of money to get CPU GPU capacity. Very large and difficult challenge a lot of small companies have, and also with chip shortages – assembly lines for cars have stalled. Still waiting for backorders which affects ability to deliver on targets. Can't do anything if don't have hardware or computing power to do work. Want access to reliable and reasonably priced capacity on credit base – for small business, where SME could apply for computational rent and take it to any company they want to. Reduction in cost could increase competitiveness of broad swath of companies. Not subsidies, but partnerships with companies like Microsoft and its Azure

s.13

- **What** should we invest in, if in your shoes – technologies like AI which is near term investment. Important – world not waiting for us, not waiting for 5 year procurement plan and 10 year evaluation process. Near term opportunity to put BC on global radar which will draw in investment and attract people who want to be near next wave AI generator geniuses. Look what's in horizon – chapter two of technology development. Invest in technologies – AI and data, and don't wait.
- **Where invest:** blend of traditional and new sectors. Natural resources – need minerals to power some of equipment that drives technologies. Imperative that make these sustainable and globally competitive. Leverage life sciences and health –s.13
be life sciences centre for world. Agritech – let's think differently about agriculture. Let's look at new industries – digital agents, or what is the next Stem Cell? Be careful about old siloed model investing in your idea that you developed by yourself with the door closed and curtain drawn. Let's demand collaboration. Cathedral thinking – kind of thinking that took place in Medieval times to build cathedral, think about doing things that haven't been done before in ways that haven't been done before. Demand outcomes, never confuse X with outcomes. s.13

s.13

- **What else** – Demand everything we do is sensitive to climate change, demand ESG.
- **Why** –s.13 We
have to build that future for our children and we have to do it now, continue to build the talent that will continue to build the economy for the future. Don't lose track of prosperity but think about the future for our children.

s.13



- Economic resilience – when pandemic set in, supply lines broke quickly – e.g. chip. Invest in pieces of final products being built closer to home to help have more resilient supply chain. More we can diversify economy, not just in new ways, but ways that support manufacturing, food, health care close to home is good thing
- Connection – we live close to Seattle, major hub, part of west coast corridor badly disrupted due to pandemic – how prevent that kind of disruption in future, s.13
s.13 Develop relationships as strongly as can to be part of US and west coast economic success. s.13
s.13

s.13

- Anti-silo – build across sectors
- Build platforms. BC natural strengths – simulation and visualization is a strength we have, because of decades of video game and digital media development in province. Playing with simulated worlds and as real time movie industry moves forward we can see spillover into engineering and other areas. Entertainment can get short shrift but in some ways drives innovation in way consumers are familiar and friendly with. Can see true innovation companies being started by game industry old pros.

s.13

- Talent – more specifically – retention of talent. The community, including gov, expends a lot of resources on people as they grow up in BC and we want them to stay and be part of community going forward. Finding ways to keep people in BC, support them give them opportunities. British Columbians start businesses outside Canada, start a medical practice in other province. Get them to stay and be part of strong economy.

s.13

- Skilling – helping people move to next phase. Digitization of so many customers during covid inevitably leaves some people behind when work for now more digitally focused company.
- Inclusion through broadband – not everybody has infrastructure to participate in digital economy, and participate from their own communities. Particularly important with Indigenous communities
- s.13 – privacy legislation developing all over the world. From multinational perspective – different regions with different rules makes it very difficult to navigate s.13
s.13 Quebec bill on table more stringent than GDPR. Ontario's plan different from Quebec's and GDPR. BC reviewing PIPA and FOIPPA. FOIPPA has very tough restrictions on transfer of data outside province which makes very difficult to operate in Cascadia region as opposed to just BC. Can't collaborate with company in Seattle. Privacy legislation is very important but need balance where can't lose



commercial side when protecting information. If data is the new oil, you need to be able to access and use data. As start to regulate in these areas, think about bigger picture across country and region – interoperability is essential. s.12; s.13
s.12; s.13



Summary – Mix & Match Session 2

s.13

June 23, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Roly Russell, Parliamentary Secretary for Rural Development

External:

- Michael Evans, CEO, BC Career Colleges Association (AEST)
- Laureen Whyte, Executive Director, Clean Energy BC (ENV)
- Jennifer Gunter, Executive Director, BC Community Forest Association (FLNRORD)
- Nerissa Allen, Founder and President, Black Business Association of BC (JERI)
- Stephanie Hollingshead, CEO, HR Tech Group (MUNI)
- Annita McPhee, Executive Director, Canadian Parks and Wilderness Society (ENV)
- Wendy McCulloch, Executive Director, Community Futures BC (JERI)
- Dan Battistella, President, Interior Lumber Manufacturers' Association (FLNRORD)
- Marcus Ewert-Johns, President and CEO, BC Alliance for Manufacturing (JERI)
- Queenie Choo, CEO, S.U.C.C.E.S.S. (United Chinese Community Enrichment Services Society) (JERI)

Summary

Question 1: Global Trends and ESG

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- Looking at social impact and non-profit sector. How can we support non-profits who deliver thousands of services?
- Employment and entrepreneurship – mental health and social impact of pandemic.
- How do we reskill newcomers into higher value jobs? For example, into IT jobs and other high growth sectors?
- Need to support employment for women and older workers too – reintroduce people into workforce who have been out of workforce for while
- Affordable housing – need enough to support people who find jobs. 13 Grow our economy at the same time as ensuring infrastructure is there.

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s.13

Need access to immigration through PNP, work permits. We also need to revisit the way the economy has changed over last year, for example the focus on tech sector. Province has some degree over control over who gets to come and stay

s.13

s.13

Connectivity is an issue and is limiting/expensive.

s.13

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s.13

s.13

- Need to look at import/export capabilities
- A lot of SMEs not sure what ESG means and how to restructure around those priorities – need to spend time on training and supporting SMEs on how can incorporate this into their business plans

s.13

s.13

s.13 Interested in supporting as much local job creation as possible aligned with mandate to shift from volume to value. Look at new and innovative products.

s.13

Question 2: Opportunities and conditions for innovation and growth in B.C.'s economy

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- Training and opportunities – young people leaving to find training elsewhere. Tech isn't the only skill we're having to retain. Young minds work differently from our older minds and will shape the economy differently.
- Cost of living is a problem, particularly affordability of homes.

s.13

s.13

- Opportunity to continue to invest in medical research, the area of vaccination, health labs and associated provisions – rapid testing.
- Video gaming industry – much more in demand.



s.13

- Unaffordability an issue when all of innovation is supposed to happen in BC. Can't look just to large companies like Amazon to innovate and sell ourselves short on this, lots of local talent, especially if can provide more affordable local work and entrepreneurship supports and funding to start here.
- Self-determination not just for Indigenous communities but for rural and remote communities. Give them the infrastructure to support that, lots of talent out there that needs to be put into opportunities.

s.13

- Agree that training in rural communities very important as s.13 mentioned. Providing that in-house would help keep people there.

s.13

- Review suppliers and demand – is government buying local? Need a measurement to give local vendors opportunity to provide services and goods government needs. We need to look at promotion and awareness of government procurement processes for local companies. Are they aware of the scale and 'what' of government buys?
- Opportunity to look at port capacity and the reach of Export Navigator – should look at using s.13 as part of business. A lot of minority, women owned, immigrant owned businesses that would benefit through the program in Vancouver. Women and Indigenous specialized advisors are also needed.

s.13

s.13

- Really need connectivity, especially in Indigenous communities. Can't work up north because data is too limited, even in Band offices via Northwest Tel.

s.13

s.13

Work experience opportunities are

huge.

s.13

s.13

s.13



Remaining questions: Conditions and actions to prioritize to prepare the economy for 2030 and beyond

s.13

- Barriers including housing, barriers to trade and qualifications, further investments in mental health because it's a barrier to employment. Need to recognize history of residential school system is uncovering past traumas and impacting ability to work and function. Employment, housing, and mental health supports are needed.
- Invest in tourism, renewable energy, nature. Protect our rivers. Look at food sovereignty.

s.13

- Small businesses drive health economy but we don't produce entrepreneurship mindset in youth in high school – need to introduce earlier in kids lives.s.13

s.13

- Trades people are entrepreneurs but there's no entrepreneurship component to training even though it's a big part of it. Business management skills are key to their success.
- Trying to expand services to widest reach of organization as we can. Micro-credentialing for business owners important too – s.13

s.13

- 2030 – invest in security and efficiency as long term game plan,
- s.13

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s.13 Looking forward to ministry taking ownership of product and outcomes to keep things going forward.

s.13

- Diversity is driver of our strength and economy. Need to become welcoming to newcomers, entrepreneurs who want to grow business and create jobs in BC. Retain talent. Need to streamline credential recognition – look at the process before newcomers arrive and support them ahead of time.



- Encourage antiracism efforts – ensure no place for racism and hate in our province.
- Non-profit sector – equitable and fair procurement process to support non-profits to support community.

s.13

s.13

- Don't forget about current industries – don't just chase next shiny things, but look at small existing companies that want to do something innovative and are already providing value in communities.
- Include First Nations in industry –s.13 – government needs to provide support to ensure capacity to get products to market.

s.13



Summary – Mix & Match Session 3

s.13

June 24, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Grace Lore, Parliamentary Secretary for Gender Equity

External:

- Andrew Wynn-Williams, Divisional Vice President, Canadian Manufacturers and Exporters of BC (JERI)
- Laird Cronk, President, BC Federation of Labour (JERI)
- John Betts, Executive Director, Western Forestry Contractors of BC (FLNRORD)
- Patrick MacKenzie, CEO, Immigrant Employment Council of BC (MUNI)
- Dave Earle, President & CEO, BC Trucking Association (MOTI)

Summary

Question 1: Global Trends and ESG

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- ESG will be critical as we move forward to creating a new economy.
- Globally supply chain continuity is an issue and we are still dealing with COVID-19 impacts and difficulties getting Canadians what they need. It's slowly getting better and should resolve in 6-12 months

s.13

- Shortage of labour is another trend. More than just shortage of skilled individuals.s.13
s.13 Not seeing that many filling the gaps. This is happening across sectors (points to restaurants). Disruption to construction in early 2000s





(points to 'batman graph' and oil sands example). Not sure how we're going to pick up the next 100,000 people to enter the economy. Will have impacts on inflation.

s.13

s.13

- Agree ESG is critical. ESG added to their organization's strategic plan – helping their members incorporate ESG going forward.

s.13

- Supports s.13 comments on supply chain and labour been enormous issues.

s.13

- Skilled labour is the #1 issue in the sector.

s.13

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s.13

- Big opportunity with CleanBC. Need to turn these opportunities into opportunities throughout the province. The public needs to see it.

s.13

- Government policies are needed to keep resources for industries within our own province instead of exporting. We should be creating secondary and tertiary products in our own province which provides jobs here instead of shipping it off and buying it back later.

s.13

s.13

- Agree with others' points. The pandemic has exposed weaknesses and inequities.
- BC has fared well with seasonal workers throughout the pandemic, s.13

s.13

- Climate change continuing to progress throughout pandemic. s.13

s.13

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Question 2: Opportunities and advantages for BC

s.13

- Supporting businesses to adopt new technology and new ways of doing business to become more productive.
- Respecting and valuing workers. Bring people along to higher paying jobs as technology takes the place of lower paying jobs.
- Everything is going to cost more. We need to be mindful of how investors will want to be mindful of incremental profits.

s.13

- Innovation – process and innovation opportunities.

s.13



- Stem cell also helps address inequities –s.13
s.13

s.13

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Bio and stem cell

industries will be key for us as well for a diverse workforce.

- Helping people understand how they can move from one industry to another is important. How do we identify people who have in demand skills then streamline them into those occupations. More nimble economy. More mobility between industries for both domestic and immigrant workers.

s.13

s.13

s.13

- Take away the adverse risk of climate change to the economy as much as possible.
- BC has the resources needed for batteries and precious minerals. World will need these resources. We can provide ethically and in green way
- Tap new groups through policies and procedures, e.g. women in construction, Indigenous workers.s.13

s.13

- Climate change poses huge risks and social disruption.

s.13

- Equilibrium of give and take.

s.13



Remaining Questions

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s.13 Help people understand how to transition as economy changes.

- Employers are so desperate for action on housing to solve talent access issues.
- Equity and inclusion – employers who don't figure out equity and inclusion won't be around in the future. Just look at where the population growth is coming from. On Indigenous side, more focus needed to bring opportunities to Indigenous workers. Bring their lens and awareness, history and context into our programming.

s.13

- BC is a high cost jurisdiction due to industrial land base, regulations, cost of labour.s.13

s.13

- Government procurement practices should focus on local, BC made products.

s.13



- Governments have made great announcements about child care. If we're moving to \$10/day child care, let's make it flexible to where it applies.

- There has to be real partnerships with Indigenous s.13

s.13

True partnership is

sharing expertise, ownerships, etc. RBC has a great partnerships piece.

s.13

s.13

s.13

Increase productivity - not at the expense

of jobs but will help jobs. Need to help workers transition and reskill.

- Equity, engagement, barriers: all about land use. Land use will be critical to provide certainty, reduce barriers and allow indigenous participation.

- Cost and affordability

- Need to be careful how we are using our limited land base

- Make it attractive for business and workers to be here and participate in the economy and afford a place they want to live.s.13

s.13

- Not one magical answer.

- All should keep working on reconciliation work that is so critical to all decisions we make.



Summary – Mix & Match Session 4

s.13

June 24, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Parliamentary Secretary Fin Donnelly, Fisheries and Aquaculture

External:

- Lisa Mattheus, Provincial Lead, Organizing for Change (ENV)
- Jeanette Jackson, CEO, Foresight (JERI)
- Dwayne Lucas, Vice President of Special Projects, Aerospace Industries Association of Canada (JERI)
- Dave Dinesen, CEO, CubicFarms Systems (JERI)
- Jill Atkey, CEO, BC Non-Profit Housing Association (JERI)

Summary

Question 1: Global Trends and ESG

s.13

- Seeing huge growth in tech sector, work from home and blended models enabling others to work throughout the province, staff are moving further out into the Fraser Valley. Housing implications.
- ESG absolutely important, s.13 One of those areas there's a lot of green washing, there's an increasingly savvy investor base that is able to see through the green washing. ESG needs to be done intentionally and thoughtfully.

s.13

s.13

- Mental health has been impacted at all ages (from elderly people to teens and young people just graduating high school).



- Many people are reflecting on what to do with their time. BC as a place to live work and play can be a huge draw.
- Collaboration from the pandemic may ripple into other sectors going forward.
- ESG – a good time to ask partners what are their ESG priorities and how they are doing that

s.13

s.13 starting to see now that the industry is going to take off again. s.13

s.13

s.13

s.13 Canada needs to do the same. ESG is cornerstone to the business model in most of the companies that they talk to. The boards are looking at it as a key business function in order to stay successful in the future. Need to put government guidelines/resources in order for companies to see that this is a part of their future.

s.13

s.13

- We're at an inflection point, there's an expectation that we make changes for the future
- Biodiversity crisis, climate change and responses to it will be driving high level industrial strategies around the world.
- Tail end of fossil fuel era.
- ESG – is it even enough? Government needs to consider possible bigger standards. Links to this report: <https://www.responsible-investor.com/articles/from-win-win-to-net-zero-would-the-real-sustainability-please-stand-up>.
- Supportive of Mariana Mazzucato.

s.13

- Agtech, ESG, sustainability are not optional. Seeing that Europe is 10 years ahead of us.

s.13

Question 2: Opportunities and advantages for BC

s.13

- Uniquely positioned geographically to draw talent from California up to BC, people want to live here where it's cooler. Parts of lower mainland still affordable.





- Need policies in place that support technology companies to come north. Similar to Hollywood North. Ensure legislations are keeping pace with technology improvements.s.13

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s.13

- The role government can play in shaping the economy is an opportunity. Strong signals can be given with policy tools – ex. Carbon tax a strong signal to industry that lower carbon businesses are favoured.
- Regulatory system is not strong enough – we can't just rely on some companies to voluntarily hit those standards.
- Forestry needs to drive us up the value chain. Let's not continue to log old growth when we shouldn't.
- This type of economy will attract the right kinds of people.

s.13

- Sustainability – we can do more.s.13

s.13

We could be a cornerstone with our strong universities and superclusters here.

s.13

- With BC's educational institutes, we are well positioned to take advantage of this opportunity. BC government can support companies to sell internationally.

s.13

s.13

- Agree with s.13 points that we need policy and programs to enable stakeholders to bring those policies to life.
- Edmonton airport has more support than YVR for biofuels.
- How do we bring CleanBC to life?
- Other regions are investing more in innovation accelerators.
- Innovation sandboxes to support more collaborative approaches. Lots of policy mechanisms and well-proven models globally we want to see. s.13 funding available but need to balance specifics for the province and bigger eco system piece.

s.13

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s.13

Remaining Questions

s.13

- Recruitment and retention will be a large challenge.s.13
s.13 Opportunities to have women and other groups trained up in trades.
- Indigenous participation in the workforce. Anti-racism training across the board for every employer. Funding Indigenous organizations. More support for Indigenous entrepreneurs. Investment needed in healing and support work in order for more to join the economy.

s.13

- CleanBC a strong framework for BC. Could be strengthened by providing funding to medium sized businesses instead of just large GHG emitters. How can we make CleanBC more frictionless.
- Equity and inclusion – would be helpful to have more structure around how to engage with Indigenous communities, increase collaboration between business and Indigenous communities.

s.13

- Innovation and talent scouts funding. Not all have expertise in sourcing innovation.
- Mining, energy, pulp and paper, we have the ability to be leaders in BC.
- Value-add manufacturing is an important topics here as well.
- Loan guarantees have been a tool that draws Canadian innovators to the US.

s.13

s.13

- Emphasized importance of strategy to support the plan. Offered to help in developing strategy.

s.13

- We can step up for hydrogen, electrification, s.13



s.13

s.13

- CleanBC definitely one of the conditions that needs to be in place. Signals to investors where we're going. Needs a plan though (6 months overdue).
- The fossil fuel opportunity is continuing to shrink. A lot of CleanBC is focused on that fading opportunity.
- Workforce readiness plan – haven't heard much more on this and it had a lot of great ideas in there with training, Indigenous people, equity, remote learning etc.
- Not seeing a lot of alignment of legislative frameworks with UNDRIP.
- More funding needed into land use planning.

s.13

s.13

s.13



Summary – Mix & Match Session 1

s.13

June 24, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Lyndsay Poaps, Executive Director, Recycling Council of BC (ENV)
- Todd Chamberlain, General Manager, Interior Logging Association (FLNRORD)
- Dale Wheeldon, CEO, BC Economic Development Association (JERI)
- Katie Crocker, CEO, Affiliation of Multicultural Societies and Service Agencies of BC (MUNI)
- Donald Cyr, Executive Director, Société de développement économique de la Colombie-Britannique (IGRS)
- Gavin McGarrigle, Western Regional Director, Unifor (JERI)
- Anita Huberman, CEO, Surrey Board of Trade (JERI – IET)
- Paul Holden, President & CEO, Burnaby Board of Trade (JERI – IET)
- Danielle Synotte, Director of Communications and Stakeholder Engagement, BC Agriculture Council (JERI)

Summary

Question 1: Global Trends and ESG

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s.13

- 2020 year that everyone becomes digital, supply chain needs to become shorter, demands higher, need to ensure that BC can get its own food, energy, etc. Digital makes it easier to go abroad but the trend is going towards local.



s.13

- Commends BC for avoiding an economic disaster through pandemic
- Climate change impacting every sector – everyone needing to find ways to adapt – from bike lanes and infrastructure, wild fires etc. lots of pressure, need to prepare our communities and businesses for a future economy.
- Labour challenges globally – need to better educate our youth for a skilled workforce going forward.
- Governments looking at corporate tax structures – BC has not historically given incentives to businesses to locate here. Seeing more nations coming up with more incentives to attract businesses to their jurisdictions, even eastern Canada
- Land use/prices issues in BC.
- Changes in electricity – BC's electrical grid could be a competitive advantage. Prices of our utilities are competitive need to keep them like that.
- Agritech and food security – desire to do more here, grow and process here. Restrictions on land use for agricultural processing on agricultural land restrict competitiveness.

s.13

s.13

- Injustice has played out in real time. Lot of inequities exposed (Indigenous, Black Lives Matter), positive to see D&I in mandate letters.
- The recovery is uneven in industries, need to see a just transition. Need to create new long term support systems around BC, get ahead of trends, bring in experts etc.

s.13

- Supply chain issues obvious after this year – we do biotech, clean energy manufacturing well but could have some better goals around increasing production here. we have some gaps here on what we manufacture and Some bus do have capacity here but aren't being used effectively.
- Infrastructure developments –s.13

s.13

- ESG – Social Purpose Institute based in Burnaby, social purpose is a global trend and will continue to grow. Grants would help support businesses in adopting social purpose and climate initiatives. Some grants require more spending than SMEs can afford

s.13





- Positive intersection between public and private sectors and health care. Innovate for better health outcomes, new technology. We have a lot of opportunities here to innovate and intersect progressive outcomes and results for all populations. Global opportunity to innovate around preventative health outcomes.

s.13

We have a lot of newcomers coming to surrey –

every person matters. Still a shortage of labour even though we have newcomers on EI.

- Education, reskilling, upskilling needed to help ensure a thriving labour force.
- Is entrepreneurialism at risk? Small businesses are at heart of all communities around the world and rely on people willing to take that risk.

s.13

- Opportunities in privacy and technology.
- Blockchain an emerging trend.
- Cost increases from all fronts putting pressure on businesses.
- International trade may be strengthened following the pandemic. Global connection needs to be leveraged. Learn from each other. Make sure no continent is forgotten – i.e. Africa doesn't have enough vaccinations.

s.13

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- Lets bring new businesses to small communities that need it.

s.13

- Climate change
- Drastic labour shortages, s.13

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Remaining Questions

s.13

- Looking forward around where public desire and the economy is going to go. Not just investments but also policy. Opportunity to lead sustainability in BC.

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- Doing well on our work on truth and reconciliation and engaging Indigenous partners compared to around Canada but more can and needs to be done with anti racism work along with funding.

s.13

s.13

- s.13

- Leverage international connections for export, bring SMEs into this too and provide help.



- International education.
- Access to labour will be key.

s.13

- Go big, move fast, be bold and don't apologize for it.

s.13

- Glad BC is moving forward with UNDRIP, continue to have these convos and be a leader.

s.13

- Help enable people to stay in their communities who don't want to move or switch jobs.
- Anti racism, mental health concerns.

s.13

s.13

- BC needs to take risks to keep staying strong. Need small things as well like industrial land supply, really limited right now.
- Take a lead in reconciliation and economic reconciliation piece.
- Companies who invest here, need clear and concise regulatory processes locally, provincially and federally.
- Strong electricity grid in BC is a huge advantage. We need to think of all of BC though, not just lower mainland. When we implement big ideas – need to consider if its benefiting everyone?
- People looking for more affordable cities to live, seeing no inventory of housing in small places, they also need broadband.
- Healthcare staff and medical services are needed across the province. Remote communities are suffering.

s.13

- s.13

s.13

s.13 People feel welcome in BC, take advantage of that.

- Consistency, clarity in regulations are needed. Red tape. s.13

s.13

- Economy about jobs, access to products and services in communities. ESG helps people recognize the economy is not just about profits. ESG advantages can help create jobs and help businesses' bottom lines.
- BC is in a great position for 2030, just need clarity and consistency to show why people should invest here. s.13



Summary – Mix & Match Session 5

s.13

July 5, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Tara Cameron, Director Executive Operations, Ministry of Jobs, Economic Recovery and Innovation

External:

- Bridgitte Anderson, President and CEO - Greater Vancouver Board of Trade
- Reg Ens, Executive Director - BC Agriculture Council
- Alex Rueben, Executive Director - Association of BC Marine Industries
- Michael Goehring, President & CEO - Mining Association of BC
- Geoff Morrison, BC Manager - Canadian Association of Petroleum Producers
- Judy Bosire, Director of Operations - Black Entrepreneurs and Businesses of Canada Society
- Chris Atchison, President - BC Construction Association
- Ben Wither, Manager, HSEC and People - Newcrest Red Chris Mining Ltd.
- Walt Judas, CEO - Tourism Industry Association of BC
- Prem Gill, CEO - Creative BC
- Nigel Smith, Director – TRIUMF
- John Hepburn, CEO - Mitacs

Summary

Question 1: Global trends and their potential impact on BC's economy

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s.13





- ESG becoming much more important, especially with younger generations, seen as an expectation, building core values and future development

s.13

s.13

s.13

- Justice, equity, diversity and inclusion are important values
 - See inclusions as a global trend

s.13

- Where are the future labour supply going to come from?

- What are we changing about our corporate cultures and how will we make these shifts to address labour supply and inclusion challenges?

s.13

s.13

s.13

- Big opportunity for BC, ESG is important to brandings.13 also for attracting investments
 - There is good demand for an ESG lens for s.13 leading on climate policy and indigenous relations

s.13

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s.13

- Working on skilled workforce challenge, will continue to be a challenge going forward
 - Working with indigenous population, increasing skills are going to be big moving forward
- BC generally a small player on the global scenes.13 however we have a lot of opportunities to lead on the ESG front

s.13



- Extreme weather and climate change is of top concern. Opportunity to define what sustainable means going forward... moving beyond green to “building back better.” Withstanding floods, fire and catastrophic events

- Re-evaluate/re-examine skilled trades – s.13
s.13

s.13

s.13

- \$100 trillion in global investment looking for ESG performance. BC members are attuned to that. Number of members have made the decision that this is where their investments will come from.

s.13

- Also have to look at our fundamentals – helped build the province, need a good fiscal environment that enables permitting, s.13
s.13

- “If you don’t have a roadmap to get somewhere, you won’t get there”.

s.13

s.13

- Red tape, tax improvements will help improve competitiveness
- We are at a unique point in time for transformation and inclusion, we need to make significant changes to ensure sustainability – no longer an option. We are forced to make these changes. What can we do as a province to show leadership in this area?
- Labour supply a significant issue – s.13
s.13

- BC has an opportunity to lead with ESG



s.13

s.13

- Very concerned about talent – recruitment and retention, s.13
Seeing investment elsewhere in Canada and south of the border. Seeing talent move to US.
Need to work harder at creating high quality jobs, s.13

s.13

s.13

- BC's post secondary institutions attracts talent from across the world

s.13

s.13

s.13

s.13

- Trends – Climate change, extreme weather, s.13

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s.13

s.13 Strategic to the industry to diversify the workforce with more Indigenous and women workers





- The labour supply needs to work on diversity s.13
s.13
- IET, blockchain, machine learning, AI coming to the industry – need to retain talent that can apply these new technologies s.13

s.13

s.13 we need to build upon our capabilities to get into the global markets

s.13

s.13

- Inclusive development a growing trend
- Opportunities for BC are climate policy – an important driver for economic development in BC, lot of movement towards electric vehicles. BC can create policies to enable these areas to thrive. There are currently many conflicting policies at the municipal level. Need for alignment between municipal/provincial/federal levels on climate policy

s.13

- Telecommunications a big challenge right now

s.13

s.13 , how d we bring and keep talent into BC

- Need to reach out to schools in the area

Question 2: Factors for innovation and growth, equity and Indigenous participation, how to better prepare for 2030?

s.13

s.13

- Infrastructure in need of upgrades.
 - Transportation systems such as airports would help catalyse growth.

s.13

s.13 Need ways to encourage investors to invest in these experiences.



s.13

s.13

- Communication and marketing lens: what makes our region unique? Need work to promote BC, help us stand apart globally.
- Areas for consideration: tech sector (momentum around unicorns), green and low carbon economy (how do we amplify to attract more investment), look at Canada's interprovincial trade barriers, incentivizing smaller businesses to adopt digitization and build on strengths established past 1.5 years.
- Lack of industrial land: Agri tech in need of use of farm land/industrial land use.

s.13

- In order to have innovation, we have to ensure that we have a regulatory system that enables innovation and allows innovation to flourish. s.13

s.13

- *"Can have incentives and brains, but if the regulatory regime does not enable people to think outside of the box innovation will not happen"*
- This is backed by evidence, existing regulations can stifle innovation s.13

s.13

- Need to assess deregulation

s.13

- Opportunities to address hazards, s.13
- Need continued partnerships and relationship building with Indigenous economy
- Create a youth council, integrate BC youth and Indigenous youth to advise government on what youth want to see in their future





- Lots of good to say about BC's post secondary system, can create a modern system that encourages skills training while they pursue academics (introduce them to the pathway early) – similar to how the US requires medical students to take business courses so they can properly run a practice
- Lack of prompt payment remains an issue, billions are uninvested in training and innovation due to this
- Government expertise is waning (people retiring), needs reinvestment especially in procurement

s.13

MBR – mentions that BC will be creating a BC Youth Council

s.13

- Diversification is good, but BC is a small open economy, s.13
s.13
s.13 Need to grow these businesses

s.13

s.13

s.13

- Offers that we think about think about things in a intersectional and inclusive lens. Incentives and new programs and existing policies are reviewed with the inclusion lens (how is this policy driving inclusion).
- We have the languages and richness of the world and indigenous communities integrated in business, let's look at policies, do they just drive commerce? If we are going to have social change, we need to look at it both ways

s.13

- Industry needs stability and predictability for investment. Align regulatory challenges between all levels of government. Need to continue momentum/willingness of partnership between all levels of government to get it done



- Invest in the real opportunities that are happening. s.13
s.13

s.13

- Play to BC's competitive advantages, s.13
 - Strong industries in Vancouver.

s.13

Further investment would attract more talent. Develop hubs where strong networks exist to attract global talent.

- Ensure federal and provincial alignment with priorities, s.13
s.13

s.13

s.13

- Anything we can do to help entrepreneurs from idea to commercialization is beneficial.

s.13

- BC needs to do a better job at selling itself on the global stage. BC RDA is an opportunity to focus on marketing BC offshore
- Need to focus on specific integrated learning, work with industry and institution to place students into opportunities. Right now there isn't a good coordinated system in BC to do this (need to work with each individual institution to line up students)



Summary – Mix and Match Session 6

s.13

July 5, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Lori Camire, Executive Director, Community Futures Alberni Clayoquot
- Bob Brash, Executive Director, Urban Development Institute
- Al Phillips, President, BC Building Trades
- Rob MacKay-Dunn, VP, Government & Public Affairs, BC Maritime Employers Association
- Dr. Pascal Spothelfer, President & CEO, Genome BC
- Christopher Nicolson, President & CEO, Canada West Ski Areas Association
- Brad Bodner, Director of business director for western Canada, CN Rail
- Brent Calvert, President, Federation of Post Secondary Educators of BC
- John Mullally, Regional VP Sustainability & External Relations, BC Maritime Employers Association

Summary

Question 1: Global trends and how they impact BC's economy? Comments on ESG trend?

s.13

- Trend: nationalism following pandemic affecting all areas, including life sciences and export industry (ugly side of globalization)
- Trend: Intellectual property increasing in value, Canada extremely strong in scientific discovery and IP ("punching above our weight")





- The flow of capital remains global, s.13
s.13 will need capital from the province and from elsewhere across the globe

- Capital and talent will ensure the industry is successful

s.13

- Trend: Global rise in precarious work

s.13

- Pleased with the proactivity of the public service s.13 in BC in partnering with Indigenous communities in BC, shared prosperity agreements

s.13

- Trend: Globalization and cashflow/capital will migrate quickly if its not happy in one area it will go elsewhere, opportunity for BC (e.g. CleanBC)
- Trend: s.13 anything tied to land base provides uncertainty to business clients/investors. Need clarity and long-term certainty around land base
- Travel – increase in outdoor activity, physical and mental

s.13

s.13

- Can we keep the capital or bring it back to BC?

s.13

s.13

s.13

- Thinks we have the ability to expand the sector in BC

s.13

- One of biggest challenges is how do we continue to keep businesses alive with the shrinking labour shortages?
- Trend: need to look at anyone that can be upgraded and has the ability to work in BC, there's an under-utilization of talent in BC. No matter your race. Need to access youth and start young to get them involved.

s.13



s.13

s.13

- We need to advance equity and inclusion through a violence and harassment strategy, we need a cultural change

s.13

s.13

- BC exceedingly important, s.13

s.13

- Trend – climate change and a move to cleaner fuels
- LNG is a big opportunity in Northern BC
- Pellets are another opportunity in Northern BC

Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage?

s.13

- Need to have productive conversations about partnerships
- Internal operators have invested billions to improve technologies, environmental performance, safety – this is what will attract labour going forward
- Automation presenting job displacement and entrenched views (members), need to have productive conversations around balancing competitive innovation (automation) with jobs. Doesn't want BC to be put at a disadvantage

s.13

s.13

- Labour issues causing inefficiencies and larger carbon footprints

s.13





s.13

s.13

extremely important to talk with FN

s.13

- A lot of smart capable individuals are homeless, how can we help the homeless into the workforce? Homelessness also impacting the attractiveness of BC businesses (MRK highlighting connection of child care and health care to the economy)
- Homelessness is a risk for businesses, hard to attract customers
- How do we engage people of various backgrounds and colours? How to merge operations, we need more connectivity

s.13

s.13

What programs can we put in place to help? Temporary foreign worker program not the answer

- Need to give people information and skills needed for work
- Need to get back to a place where corporations are working together with the people and local resources

s.13

s.13

- Look at future of innovation and opportunities –s.13

s.13

- Opportunity for better asset utilization in BC,s.13

s.13

- Opportunity with spreading investment throughout the province, s.13

s.13

- Highlighting the movement of urban areas to rural areas causing housing prices to go up in rural areas

- Innovation – s.13

s.13

- s.13 community health, looking at upgrades, utilities, infrastructure, model of sustainability, community health model

s.13

s.13

s.13

Need to find ways to leverage



that. s.13
 establishments, needs investment and technology s.13
 s.13

s.13

- Looking to go net neutral carbon by 2050, not looking to areas where they have to operate facilities off of diesel. The electrification and clean energy in BC attracted Newmont's recent investment.
- All electric underground mine in Ontario, have stopped using diesel fuels for some equipment. Opportunity for BC to support the electrification of the mining industry
- Social innovation to be an on-going trend, committed to UN declaration for internal standards. BC can get out in front by highlighting their diversity. s.13

s.13

- BC ahead of federal government with resource sharing and UNDRIP

s.13

- Biotechnology is another area of opportunity. s.13

s.13

s.13

This community-based approach or community integration is strong in

BC

○ s.12; s.13

- Constant reminder of the social backbone

s.13

- Pandemic has shown the power of science

s.13

- Natural resource sector, bio economy: trees are being planted now to account for climate change – Mariana Mazzucato is interesting but feels she may have conflicting views, role of government is changing, government is de-risking innovation which will allow for private sector to pick it up
- BC has not been that involved in research as Quebec, but BC is getting better

Question 3: What two areas would you focus on?

s.13

s.13





s.13

s.13

we need to bring money to the table to enable to the

collaboration

- Government needs to incentivize industry to invest in talent, digitization, technologies
- s.13

- Need partnership between private and public sector
- Need talent to move it forward

s.13

- Biotech and digital two areas. Applied research on a community basis.

s.13

s.13

s.13

This is a vision of the leadership in the area of

the golden triangle. Do this in a sustainable and inclusive ways. s.13

s.13

Skills and capacity of local communities aren't

benefiting resource development, something to work on.

s.13

s.13

Society and government have challenges to overcome.

s.13

s.13

Need better ways to communicate with the

youth about careers in the sector

s.13

- Urban/rural divide in BC is growing. Need for rest of BC to keep up with infrastructure. Fears about the disparity. (MRK highlighted need for connectivity)

s.13

- Supporting local communities through companies creating local opportunities

s.13

- Adoption of AI

s.13



s.13

- Team BC approach following COVID-19 (meetings like these), collaboration will help spur more opportunities
- Need to remember that we're in a global competition for talent and capital. Need to have strong foundational pieces together (economy and finance). Starting to see a layering on of taxes/regulations over the years, seen as a negative
- s.13 massive opportunity with electrification, might be time to partner together with complex industries s.13 to map out where to go, huge opportunities with training

s.13

- You have to find a way to keep these trained/reskilled workers in BC
- Inter-generational projects are one way to keep the investments in training within BC



Summary – Colleges

s.13

July 6, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Anne Kang, Minister of Advanced Education and Skills Training
- Andrew Mercier, Parliamentary Secretary for Technology and Innovation

External:

- Sherri Bell, President, Camosun College
- Ajay Patel, President and CEO, Vancouver Community College
- Bryn Kulmatycki, President and CEO, Northern Lights College
- Dennis Johnson, President, College of New Caledonia
- Dr. Kathy Denton, President and CEO, Douglas College
- Dr. Neil Fassina, President, Okanagan College
- Michael Doyle, VP Corporate Services, Coast Mountain College
- Lisa Domae, Interim President and CEO, North Island College
- Paul Vogt, President and CEO, College of the Rockies
- Yusuf Varachia, Vice-President External, Langara College
- Colin Ewart, President, BC Colleges Association

Summary

Question 1: Global trends and how they impact BC's economy? Comments on ESG trend?

s.13

- Trend: Pivot to online learning/digital education will become a part of the day to day of education institutions going forward





- Talent and digital skills needed at educational institutions to support this trend for all sectors, delivery and value chains all to have digital skill

s.13

- Trends: People getting an education/degree then coming back to college to switch careers (moving to trades)
 - 90% of graduates get a job in their field (trades)
- Post-secondary partnerships with Indigenous communities
 - Supporting Indigenous communities to build their community
- Partnerships with local businesses s.13
- Colleges don't have intellectual property like universities, helps industries build their businesses

s.13

- Urban/rural divide is getting larger, larger communities typically more successful in accessing additional funding
- Noticing a skills gap, as education rates rise, the divide between rural and remote are growing
- More support needed for smaller communities so they can access additional funding s.13

s.13

- Was asked to be part of national call to be part of skills program. A number of Indigenous communities on the call, the success rate of getting funded is low (10-15%) with the larger communities that have more skills and resources available have a higher rate of being funded
- Other things in short supply are economic development triggers

s.13

- Retirements are not happening at a high enough rate to encourage highly educated people to get work in the colleges/universities that they have trained – points to a gap in innovation (worldwide problem). Need to provide incentives to retire (shouldn't come from the institutions from themselves due to lack of cashflow)
 - Taxing the two different incomes to make it last attractive to those that choose not to retire
 - Need to have an incentive to retire
- Concerned about the economic disparity in the world and the unrest in the US another worry (people without jobs and jobs without people) – white uneducated men becoming angry, excluded. A rising problem and contributes to the divide. Recommends a scholarship program where employers nominate proven workers. Inclusivity needs to ensure this population is also



included. s.13

s.13

- Rising up with unrest, the demographic is being more demoralized, inclusion have to be inclusive
 - The young high school age are feeling hopeless and anger
- Worries about racial divide. Need mechanisms to recognize positive directions and innovations in these areas
- Social polarization and racial tensions - post secondary can do a lot to educate and combat this, but its hard getting people into post secondary. Worries this is only going to get more out of control, unless there are some mechanisms for innovation in these areas

*there is no business community and social issues that are not interlinked, mental health, reconciliation, health care, childcare

s.13

- Global trends: Cyber-security is a huge place that the colleges can help, very important that we get connectivity to Indigenous partners, also get Indigenous students into cyber security field. Post-secondary is the second most attacked sector in the world.
- Micro-credentials in cyber security would help students pivot to a fast-changing industry. Reluctant to hire an IT leader with a university degree compared to those that have expertise with micro-credentials. University courses on cyber security/IT are already outdated by time of student entering workforce.

s.13

- Colleges can provide BC the solution to the disconnect between skills and gaps in the labour market
- 40%+ of careers will require a trade certificate in the future yet enrollment numbers are lower. Need to change the messaging around getting a college diploma/trade certification to better promote the value
 - Only 34% of careers would need a university degree
 - Need to find ways to change messaging to take colleges or trade certifications to help bridge the gap
- Colleges provide best/only pathway for newcomers to acquire skills they need then move to workforce
- New immigrant strategy, 60% are economic immigrants – aggressive targets from the federal government. Need alignment between labour market need, immigration need and what colleges need/finding the gaps (points to three different ministries)

s.13



- Colleges positioned well to help province remain competitive and increase opportunities. Technology changes accelerating. Traditional jobs moving to automation. How can we forecast where talent is needed? Colleges stand out as they are flexible and adaptive, highly aligned to industry and communities that they serve. At the forefront of discussions.
- Trend: Greater alignment of colleges to industry and communities.
- Trend: Small and medium sized enterprises important to the economy/BC. Colleges can really help here with access to research labs, establishing incubators.
- Working alongside Indigenous communities to help move in the right direction

s.13

- Recruiting staff an ongoing issue s.13 attracting international students and immigrants
s.13 is very helpful
- Small indigenous communities, they want to participate fully in the emerging economy s.13
s.13 out struggling to get the basic skills, struggling with high school completion rates
 - These communities are lacking educational support and facilities in their areas
- Highlighted the need for 5G and connectivity

s.13

- Has been writing about the coming talent gap for two decades, like the climate crisis it will get worse before better unless collective and definitive action is taken
- No recovery, growth or resilience without talent
- Concerned about the impact of tech disruption on business and education
 - Its changed the cycle of business down to years
- Technology disruption has changed the cycle of business from years to days. Industry looking for a “renaissance grad” with excellent technical skills, etc that’s ready to enter workforce in 6 months.
- Competitive landscape in education has changed, e.g. Microsoft online
- Communities now trying to attract talent, not industries, because the industry will come and talent can work anywhere
- Education system in BC could be pivoted to focus outward as export as a commodity to promote immigration

s.13

- Canada is behind, but have one of the most sought-after education systems in the world

s.13





- Both capital and talent are mobile, rural and remote communities have seen accelerating population growth, moving away from service/resource economies into other economies. Many of these communities don't have sufficient infrastructure or education to participate in this changing economy (childcare, transportation, connectivity)
- Mayors and Regional Districts need to figure out how to support these communities from sexual violence, rapid movement of people, capital and cost of flexibility for rural and remote communities

s.13

- Communities in their area have a record number of building permits, points to growth and strong rebound from COVID. Also poses challenges to labour market planning and labour market need, especially in the trades, health care, tourism and hospitality. Labour shortages will hold back the rebound from COVID.
- Answer to addressing this damper on economic growth – involving Indigenous communities, international students, diversification and attraction of workers to the area will bring together those making labour market predictions
- Small and medium businesses are unable to do long term planning, like work integrated learning so they should use colleges as liaisons in the area
- Conversations with mayors and chambers will have a large challenge that can lead them to growth or thwarted development

s.13

- Service consumers, elderly have wealth but not contributing into the workforce
 - Increase the colleges' role to bring these parties together to address issues

Question 2: If you were me, which two missions would you take on?

s.13

- Make an ambition target of bringing people on the outside of the labour force into the labour force
- Region needs a major international component as part of our workforce – provincial coordination to bring the most successful immigrants into the BC education system through an international education strategy

s.13

- Creating equal opportunity and access for all people throughout the workforce throughout their entire life. Seeing education as the first strategy to bend the curve of inclusive, equitable recovery going forward

s.13



- See greater gender diversity in the economy – trades (mostly men) and health and human services (mostly women)
 - Need more economic participation

s.13

- Infrastructure – do we have it to support the industries that want to come here?
- Diversity – create the program that those voices are heard

s.13

- How do you balance the focus on BC with the focus on the globe. BC is the place to be from a student perspective. Celebrate and leverage this. How do you continue making BC be the place to be? People and talent. Colleges are one part of that broader solution.
- Support colleges in improving access to education (cost)
- Immigrant policy – realizing the economic value they bring, the reality of delivering this policy in remote locations around BC
 - Develop trade shops – to see the value and cost of the delivery of education for immigrants

s.13

- Investment in infrastructure needed to increase connectivity/bandwidths/satellites, s.13
- Affordability is an underlying issue to labour shortages. Redefining what a home is
 - No one can afford to live where a large project is happening
 - How to keep skilled workers s.13

s.13

- Older facilities not built to help with social changes (e.g. gender neutral bathrooms/unable to add bathrooms in general). No places to address student health/student worship space and life issues at rural colleges. Need to address infrastructure in order to support modernization
- s.13

s.13

- Would like to see an incentive where employers are involved with post secondary institutions, not just scholarships and advisors, but deeply invested
- Need clear government direction to for colleges to make bold actions around quality of education.



- Education in BC can help grow the economy but is viewed as a damaged export if there are underperforming institutions

s.13

- Would like to see a major investment in digital economy as every part of the economy is run by tech, digital skills (needed across sectors) – BC could be a leader in digital skills training
- There is a lot of information out there but many don't know how to analyze data, we are often slow to adapt to new tech because the system is set up to deliver the way we normally do

s.13

- There are only two Federal technology access centres in BC out of 60 in Canada.^{s.13}
 - These centres develop on the spot innovation, the province hasn't been a big part of these centres and want to see the province being more of a part of it

s.13

- Hopes that the Economic Plan casts a very bold vision
- Connecting international students to the pathway to immigration, labour market gaps
- Government needs to step up and say this is our strategy for both domestic and international students
- European countries have formalized, codified the formal building of partnerships – not left to an organic process – funding, micro-credentials, tax credits. Build a system that links partners in a formal way.
- Points to document on website – colleges value proposition and how they can help government



Summary – Select Crown Organizations

s.13

July 6, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Chris O'Riley, President, BC Hydro
- Nicolas Jimenez, President and CEO, Insurance Corporation of B.C.
- Dr. Randall Martin, Executive Director, BC Council for International Education
- Mark Collins, President and CEO, BC Ferries
- Sara Goldvine, VP Communications, BC Housing
- Tamara Vrooman, President and Chief Executive Officer, Vancouver Airport Authority
- Shelley Gray, CEO, Industry Training Authority
- Paul Jeakins, Commissioner and CEO, BC Oil and Gas Commission
- Johnny Strilaeff, President and CEO, Columbia Basin Trust
- Ross Chilton, CEO, Community Living BC
- Roland Gehrke, Vice President Finance and CFO, BC Transit
- Gigi Chen-Kuo, Interim CEO, TransLink
- Robin Silvester, President and CEO, Port of Vancouver
- Richard Porges, Interim President & CEO, Destination BC
- Ken Cretney, President & CEO, BC Pavilion Corporation

Summary

Question 1: Global trends and how they impact BC's economy? Comments on ESG trend?

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BC can think of itself as a brand in the ESG space to attract investments. Financial institutions are trying to guide industry in a certain direction when BC is already in that direction. Government needs to look at how it leads this itself. Need to be clear and connected on what financial institutions are doing

s.13

s.13

- Cyber attacks - global increase in cyber crime, how can we maintain public confidence and keep cost of doing business reasonable and stay competitive with that attack on business globally

s.13

s.13

- Sustainability and emissions reduction another trend

s.13

Need

innovation and tech to support sector

- Indigenous reconciliation opportunity – looking to build very strong foundation

s.13

s.13



s.13

- Looking to find innovative solutions to move to electric, s.13
- s.13 always in a position where they have to find matching funds to pilot new innovative solutions – makes it difficult. May need to adapt the business model to be more flexible in the future

s.13

- Combating climate change is imperative, especially as BC is currently dealing with wildfires
 - Need to get carbon out of the economy

s.13

- Imperative to build relationships with Indigenous peoples in the province. Challenge in rising varied expectations from First Nations to redress past and ways to participate in economy more moving forward around the province. Trying to rise to meet the moment. There's a tremendous desire to move forward.

s.13

- Looking forward – how much of covid changes will stay? s.13

s.13

- Reconciliation is a huge industry and what differentiates BC and makes compelling destination is Indigenous culture, environment and how they've shaped each other. s.13

s.13

- Environment concerns. s.13

s.13



s.13

s.13

s.13

- We need to get more into services and s.13 requirements, support communities where mobility is a big deal and barrier to employment
- s.13 Looking at services and s.13 requirements when serving Indigenous peoples.
- s.13
s.13 Worry about cyber security every single day. Need to pay attention
- Finding talented people is another big challenge. s.13
s.13 They are going to other employers in other parts of country which is a new trend
- Small movements in inflation have big impacts on their bottom line. Need stable recovery to manage finances effectively.

s.13

- s.13
- Trends: realignment of geopolitics affecting talent supply chain. s.13
s.13 More regional supply chains.
s.13
- s.13



could use some attention. s.13
s.13

- s.13

s.13

- s.13
 - Try to attract new people, s.13 Work with industry to alleviate shortage
 - Indigenous communities can be attached to the large infrastructure projects in rural BC, more can be done here
 - Skills shortage happening across the country. How do we help more people to find careers s.13
s.13
 -

s.13

- Infrastructure is huge – not just roads, bridges, or sewers but digital and training and retraining infrastructure, housing, transportation, efficiency. Movement of goods and people pre pandemic already facing challenges, shortening of supply changes, lack of market access.
- Notice there is a lack of investment in robust digital infrastructure
- s.13
Investors interested in ESG, need to be competitive with world's leading jurisdictions. s.13
s.13

s.13 Ability to keep talent here for local but also for export opportunities is really something we need to pay attention to.

- Highlighted that everything mentioned has to happen much faster, we are in a race with other jurisdictions
- Digital connectivity, greening economy, labour training, cyber security, reducing inequality, Indigenous participation – all needs to happen faster. We are in a global competition. IT's a bit of a one size fits all as everyone is focused on the same strategies of greening, cleaning economies

s.13

- Staffing – all opening at same time means it's challenging to staff at entry level



s.13

s.13

s.13

- Supports comments made by others on reconciliation, equity and inclusion
- Anticipating an influx of climate refugees, disproportionate impacts of climate change to their climates

s.13

- The economic impacts are large – s.13
- *“rare moment in history seeing real investment in all levels of government in system solutions and infrastructure with public awareness. Opportunity to address issues while creating economic vitality”*

Question 2: If you were me, which two missions would you take on?

s.13

- Infrastructure investments across the board is critical (broad definition as well as housing and hotel development)



- Education and ongoing development of talent

s.13

- Important that we tap into the powerful analysis available to help us plan for beyond 2030, not what we needed in 2020. Need to tap into right data and powerful analysis so planning for where we want to go, not where we are now, which is what we so often do
- Urging investment in infrastructure with this long-term view. Will help us create economic conditions for longer term vitality.

s.13

- Infrastructure is the best solution to widespread systemic issues. So many systemic challenges – racism, underemployment, etc. thing that can best fix systemic issues is infrastructure. If don't have platform right it doesn't matter what do on the margin e.g. tax benefits, etc. Infrastructure related to regulatory and legislative challenges included – cannot emphasis enough

s.13

s.13

- Supports comments on infrastructure. Build very strong economy through infrastructure to allow us to develop and grow
- Green economies of the future

s.13

- Indigenization and reconciliation. Impact every one of our agencies. s.13
s.13 Making our First Nations equal participants in all economic sectors and the potential we're talking about

- s.13

- Green economy and climate – need to think about our children. Will impact all of us.
s.13 Need to think about modifying different ways.

s.13

- Supports infrastructure and education comments
- Double-down and go hard on a focused investment plan, make tough choices beyond the government as a whole beyond just JERI
- Must go hard in order to keep competitive s.13



s.13

- Talent and infrastructure investment is critical
- Not a strong believer in government's ability to pick winners and losers. Encourages that government creates the incentive and regulatory structures to encourage investment. In 2000, could we have predicted 2010 or 2020? Would've been way off. Create the right environment to enable creativity and innovation
- Double-down on education, create good paying jobs by ensuring education accessible and available to all, especially those who are disadvantaged.

s.13

- Number of projects in BC are challenged in the development phase, find ways to say yes to the ambitions of Indigenous people, find ways to ensure these projects are built in the most environmentally sensitive way. Lot of people looking at BC as the place they want to invest. Opportunity to take advantage of this and create high paying jobs

s.13

- Ease of business and capital investment in the private sector. Both Canadian and foreign investment actually leaving Canada in significant volumes. Seeing Canada as less desirable. Need regulatory and legislative changes to make it easier to invest in Canada. Need tailwinds not headwinds that make us friendly to do business with

s.13

- Infrastructure - Roads and bridges. We can't be complacent. US has announced a large investment in just two ports today.

s.13

s.13 Vancouver has done a good job on this. Province needs to step in a force a regional planning process to connect the dots. We have to more effectively plan land use. s.13

- Have to plan the scarcest resource we have – land – more effectively. Where are people going to live, work and how get between. s.13

s.13

s.13

- Innovation at all levels is key, time to be bold and take action. Public sector is typically risk adverse. Encourages public sector to take risks



s.13

Coordinate with regional and local governments, the Province can play key role of boosting and helping collaborators get unstuck

- Going forward is not business as usual. Innovation at all levels on all of our parts. Time to be bold and take action but we are traditionally risk adverse. Need to foster public sector environment where it's ok, safe space, to take reasonable risks. Can try things we haven't before because the problems are different before. Pilots, pool of money, inter-department collaboration, need to infuse more successfully through public sector – say it's okay if 9/10 things work and 1/10 doesn't but that's okay because it was part of the success overall.

s.13

- Being innovative in urban is different than rural
 - Being innovative in urban centres completely different than in rural areas. Indigenous partnerships good example. s.13
- s.13
- s.13 This time, let's have a plan
- We have to be very clear when growing the Indigenous economy and support through infrastructure

s.13

s.13



Summary – Universities

s.13

July 8, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Anne Kang, Minister of Advanced Education and Skills Training
- Honourable Jennifer Whiteside, Minister of Education
- Andrew Mercier, Parliamentary Secretary for Technology and Innovation

External:

- Kathy Kinloch, President, British Columbia Institute of Technology
- Dr. Deborah Saucier, President and Vice-Chancellor, Vancouver Island University
- Gillian Siddall, President and Vice-Chancellor, Emily Carr University of Art and Design
- Debbie Carter, VP, Finance and Administration, Capilano University
- Craig Toews, Vice-President, External, University of the Fraser Valley
- Ken Tourand, President, Nicola Valley Institute of Technology
- Michel Tarko, President and CEO, Justice Institute of British Columbia
- Sandy Vanderburgh, Provost and VP Academic, Kwantlen Polytechnic University
- Marlyn Graziano, VP for External Affairs, Kwantlen Polytechnic University

Summary

Question 1: Global trends and how they impact BC's economy? Comments on ESG trend?

s.13

- Trends: Migration from cities to more rural areas and the impacts to rural communities s.13
s.13 young families escaping YVR to seek more





affordable housing and a better work/life balance. Families finding that they don't have the same services (K-12 system, health care, etc)

- They are looking for more health services, resources that are readily available in urban areas
- The need to keep people at home has been damaged by the pandemic, worries that the interest in being entrepreneurial in the local community is waning. Calls for more from government to drive interest in this.

s.13

- Looking at framework of flexible work arrangements, online learning will be accelerated going forward along with trends on ESG and embracing UN sustainable development goals
- ESG becoming increasingly important, not just an investor value but Gen Z also looking for employers that embrace ESG values.
- Micro-credentials: how to we support professionals in returning to work wherever they're living.
- Emergency and security management: great success in the pandemic in delivering these programs remotely online. s.13

s.13

s.13

- Some challenges in encouraging international students to return to BC in September, and if not, finding a way to deliver curriculum to them remotely
- AI will change work, many jobs will disappear/change completely. Different skills will need to be developed. Some are very specific around innovation and the tech industry. Also continue to hear from industry and private sector that "soft skills" are very important (critical thinking, interpersonal skills, etc). We don't want to lose sight of these skills – s.13

s.13

Increasingly important for employers and funding should be aligned

- Pandemic has revealed inequalities across BC
- Agrees s.13 increasing importance of micro-credentials, as workers in BC and beyond looking how to reskill post pandemic

s.13

- Climate change will have huge impacts on agriculture, power supply. Food safety/security – s.13
- s.13 Food safety/security will be increasingly important. (MRK commented on BC's loss of crops through the recent heat dome)
- Agrees s.13 on labour mobility. Students are wanting to see more diverse ways to access curriculum.



- Trend: digitization of everything, not going away, lots of program opportunities for education here.
- Agrees with micro-credentials, points to Shopify not requiring degrees, looks more for qualities. s.13
- Thrilled to see Minister Whiteside on the call as Universities see themselves as a continuation of K-12.
- Trends: How can Universities get in front of the pace of change (challenge)? How to prepare students for jobs that haven't even been conceived yet. Need to look internally and figure out how to be more responsive and proactive as the world changes at such a fast pace

s.13

- Dual credit offerings are important for this continuing change
- Global trends – how we collectively get out or ahead of the pace of change, how to prepare students for jobs that haven't been developed yet
- Need to look internally to be proactive and responsive
- *"Can't create innovation without being innovative at the fore front"*

s.13

- Sees upskilling and reskilling as critical. s.13
- s.13
- Women at risk – the pandemic hit women the hardest, how can we target and focus on women re-entering/entering the workforce, help employers understand the issue so they can work with post secondary to fill skill gaps

s.13

- Can post secondary better let industry know that they are active partners for advancing ideas? Students on these projects could become future employees of the companies' partnered with

s.13

- Role of Indigenous communities and Indigenous economy going forward, points out that we have work to do on K-12 Indigenous graduation rates, some schools are doing better – how can we learn from these districts and transfer skills to other districts?
- Disproportionate incarceration rates of Indigenous people of concern.
- Need to be aware of barriers to Indigenous people (e.g. mandatory trades training could be a barrier, especially to those in rural/remote)
- Great opportunity to removing these barriers and watching Indigenous first nations play a major role in BC's economy going forward

s.13





- Global climate change, food security – BC plays a large role in the world
- Agri tech presents an opportunity to make better use of the land, higher yields

s.13

- Upskilling and reskilling increasingly important, keeping talent here in BC
- “Indigenization of the economy” – the whole world is watching now, very important that BC steps up and becomes a leader in this space, post secondary sector can contribute to reconciliation; universities can step up

Question 2: If you were me, which two missions would you take on (thinking 10-15 years from now)?

s.13

- Agriculture and agri-tech major opportunities but we have a lot to do to catch up to other jurisdictions
- Need to innovate and share across institutions, s.13
- How can we fast track these agri-tech technologies in s.13
Incredible opportunity in the s.13
- Two things answer: shortage of labour accelerated in farming and service – how do we move these sectors forward without a labour force (e.g. incentivizing workers), highlights agri-tech and land use planning as second mission

s.13

- Technology, IOT and AI
- Companies no longer looking for degrees, looking more at micro-credentials and actual skills like coding (tech companies)
- Universities need to be better at pivoting and shifting to meet the needs of tomorrow's generation
- Two things answer: consult with the chiefs in the Indigenous communities – get right into the communities

s.13

- Trend: shift in people leaving large cities and going elsewhere, other communities are emerging. Task force saw unbelievably productive areas across the province that could really take off with minimal funding/investment – particularly around the tech centre and the environment



- Upskilling/reskilling, some way for industry to tell us exactly what they want (criteria) so universities can meet the need/customize degrees
- Collaboration between institutions should be advertised to industry, highlight the opportunities
- Tough housing market leading to social changes across the province
- Two things answer: lots of opportunities for post secondary to collaborate provincially, suggest focusing on sectors hit hard by the pandemic first (tourism), look at what we can do for women in the short term

s.13

- Real opportunity for BC to be the sustainable agriculture industry diverse leader with technology
- Social issues around food security and access – missions: s.13
 - s.13
- Indigenous food security and safety – only starting to look at this now, significant opportunity and need. s.13
- Digitization – opportunities in cyber security, big data analytics, more focused interests around this. Be a national, if not international leader in these areas

s.13

- Echo's comments on tech sector and big data

s.13

- Significance of reconciliation and indigenization – change how we're looking at some of the big challenges that we're looking at (climate change) based on indigenous ways of thinking
- Trying to figure out what industry will need – they will always need people with critical thinking skills, people who understand social justice
- Social innovation needs to balance in conversations, trying to figure out what they want now and balance the way we balance our resources and programs
- Two things answer: housing affordability, indigenization

s.13

- Underscores importance of focusing on Indigenous learners. Example of 12 credit program to Indigenous students, s.13
- s.13 graduate program on cyber security, intelligence analysis, huge demand for big data analysts – real opportunity for growth in these areas
- Two things answer: connectivity and access to education, real need to continue to invest in indigenous across institutions

s.13



- s.13 sees food security as an issue, providing appropriate ways to access food. Local production has been revitalized (micro breweries for example), post secondary could look at education around local production which helps promote tourism and meets UN social development goals.
- Procurement policies at post secondary very challenging to smaller businesses
- Government could incentivize post secondary institutions to work closer with smaller businesses
- Many California wineries coming to BC – how can post secondary/government start to plan for what they will need in 10 years as a result of climate change
- Two things answer: well educated people from K-PHD, focus on equity through initiatives such as connectivity

Question 3: How do we support equity and indigenous support in the economy, if the Minister was to put two things in the economic recovery plan, what would you do, what must we do to prepare economy for 2030?

s.13

- Clear recognition of partnership of agencies, going from k-PHD
- Have to focus on equity issues, the session and the recovery, access to high-speed internet

s.13

- Access remotely, supporting infrastructure in remote communities

s.13 invest in indigenization across all institutions

s.13

- Housing, big challenge in BC, s.13
- Rethink where teaching universities are in the province, all universities must do both researching and teaching instead of separating them, different funding between the two

s.13

- Collaboration going forward, make it work the institutes worth while
- Maintaining the culture of innovation, allowing universities to be innovative, find ways to reward them

s.13

- Provincial view in solutions, collaboration, lots of opportunities to collaborate provincially
- Focus on sectors hardest hit (tourism)



- Micro credentials, prime need for industry, help them kick start their companies back up
- Resource to these companies that are struggling with their start up
- Impact of women from the pandemic and how to help them get a leg up

s.13

- Be careful around with first nation summit, need to get into the communities and talk with the chef and councils

s.13

- Trends – shortage of labour, seeing it in farming and service industry, can't find people to work
- Social and economic, need to find what's going on in the social minds of students, what's going on in the labour force
- How to incentive students
- Businesses number 1 challenge is getting skilled or unskilled workers



Summary – Research Universities Council of BC

s.13

July 8, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Anne Kang, Minister of Advanced Education and Skills Training
- Honourable Jennifer Whiteside, Minister of Education
- Andrew Mercier, Parliamentary Secretary for Technology and Innovation
- Brenda Bailey, Parliamentary Secretary for Technology and Innovation

External:

- Max Blouw, President, Research Universities' Council of BC (RUCBC)
- Dr. Brett Fairbairn, President and Vice-Chancellor, Thompson Rivers University
- Dr. Geoffrey Payne, Interim President, University of Northern British Columbia
- Dr. Joy Johnson, President and Vice-Chancellor, Simon Fraser University
- Dr. Philip Steenkamp, President and Vice-Chancellor, Royal Roads University
- Kevin Hall, President and Vice-Chancellor, University of Victoria
- Santa Ono, President and Vice Chancellor, University of British Columbia

Summary

Question: What global trends are you watching?

Comments provided in this session are of higher level than other sessions and provide a strong summary of the interconnectedness of emerging themes.

s.13

- The group supports the steric approach and the resources of their institutions are available to support this work, capacity for time, creativity, staff, and students that they can put behind this understanding
- Put emphasis behind students and graduates





- Inspired in the economic plan and the success for BC, province wide economic growth and the interior and the north, FN, and indigenous partner agency
- Good paying jobs are a top concern, all institution is dedicated inclusivity, growing professional and post graduate training, all levels of training, developing the talents and attracting those to BC
- Importance to global scales of success, innovation, diversification, Canada has not generally done as well, improving performance in effort, need new ways of doing things
- Future economic prosperity, collaborative striding, s.13
- Value centred prosperity

s.13

- Climate change, disease, demographic shifts, incredible competition for talent, technology disruptions, geopolitical realignment that's taking place – in particular China/US relations, rise of population and the attack on evidence based approaches and science, growing inequality exposed by the pandemic, social unrest, change in migration patterns across the world
 - human causes – heat wave and Lytton, fire and across the world and increase of extreme storms and insecurity and turmoil
 - BC positioned to take leader role, understand key interventions and public policy, and mitigate effects
- These trends are interconnected, making them complex. For example, pandemic cascaded into an economic and political crisis
- How does BC adapt to this world?
- Covid – economic, social, and political crisis
 - How to adapt to this kind of world
- BC well positioned to take a leadership position with climate change – key interconnections between public policy and other realms
- Demographic changes – aging populations, in BC where are people going to come from? Immigration will be a big part of that. We need to take maximum advantage of the talent that's already here but not represented in our workforce.
 - Struggle to improve education and poverty reduction
- Migration is a double-edged sword, brain drain from origin countries and strains the destination country (Canada)
- Increasing fragmentation between society and states, the world is ever more connected however people are more divided. People are gathering in self-reinforcing ideological silos. People find their voice then demand justice (racial, equality, etc).
- Universities need to focus on how they recognize they celebrate diversity



- Power need to focus on how we manage change and adapt. To climate change and to the demographic shifts to technological change, equity diversity and inclusion
- What does that mean for BC, lessons importance of working in coordinated fashion with universities

s.13

s.13

- Global connectivity is where the future is at and Canada has lagged behind on a global scale
- There seems to be a buzz across the country in moving the country in a new direction
- Encourages Canada to have more PHD students moving into industry rather than academia (similar model to Sweden)
- The opportunities in BC are immense – BC should be/could be well positioned to take advantage of a global economy, ESG investments, global shift overseas where big investors are investing
- Companies are investing in social and environmental changes through ESG, the bar is shifting, BC has to take care of that
- Digital economy Transends all sectors, BC has a commitment to sustainability but why aren't we leaders in clean tech and clean energy
- We've been lucky with 100% renewable energy through our geography, we should be taking this energy to the world
- Great opportunities in bringing Indigenous partners into our businesses
- BC has been successful in innovation, entrepreneurship for start-ups. Takes commitment from government to get industry excited. Universities working together with industry. Need to look globally to Sweden and Germany institutes and how they are driving the new knowledge-based economy. Need to develop more consortiums between universities, government and industry to develop talent and move the economy in a specific direction
- Universities will play a huge role; we have alumni that run significant companies around the planet.
- Indigenous purchasing strategies to encourage innovation in Indigenous populations

Dr. Joy Johnson, President and Vice-Chancellor, Simon Fraser University

- Asked – What are the conditions needed to do innovation and growth? What is the mission , what to get behind? Do we think about economy now or the future, knowledge economy?
- All recognize that we can do more together, universities are recognizing this more (e.g. partnering with colleges).
- Picking some lanes and choosing what the province will do is exciting. Universities ready to get behind that.
- Do we think about the economy as it is now, or do we think about it moving forward



- The knowledge economy is where we need to be going, developing high paying jobs. Alignment behind forward thinking. Alignment of universities, businesses, government and community. Government has opportunity to set the table to make these alignments happen. Government the great conveners, bringing people together to develop strong networks.
- Explicit policy and implementation tools will be required. Government will need to incentivize universities to do this type of work. Partly policy but funding instruments and other things to see this type of work move forward.
- Investment is another key condition to growth: The mission driven work seems big and expensive. How are we going to get this type of investment to drive the work forward? We need to incentivize industry to participate and create opportunities for capital, policy that helps developing the eco system that we need to drive the economy forward.
- Universities have a number of assets that they can bring to the table. However work will not happen unless resources are available.
- Another key condition is talent: Where is the talent going to be required? Creating 2000 tech seats a good example of building talent capacity. University recognized that they have a strong role to play in upskilling, they know that the education that people received 10 years ago might not suit them well enough for the jobs of tomorrow. All partners at this table are involved in thinking through micro-credentials, upskilling, and making sure industry partners have the skills that they need.
- How can government help? Levers through policy and investments, also bringing together post-secondary, industry and community

s.13

- What's important is collaboration
 - Convene tables that are different – increasing the lenses, doing partnership differently and alignments, pathways, coordination
- Universities have got into communities and Indigenous communities through the pandemic, strengthening these partnerships. Enhancing new knowledge and preparing people for the jobs now and in the future, working together, coming from multiple levels
- Need to do things differently and work together going forward s.13

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s.13

- Feedback has been exactly what he was looking for. Team BC approach needed as we go forward. The ideas for where we need to go are here, and I have heard them today.



What are the two things that government must do as we look 10-15 years from now?

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- Recommends that government leans on them as universities, they have access to quite a bit of information, they're globally competitive. s.13 able to share that with government.
- Nexus between government and federal research, have roundtable conversations with the academia and tech sectors to help BC with emerging technology in order to get to get the best advice
- *"Don't put all eggs in one area"*
- AI, quantum grabbing a tremendous amount of attention. Encourages MRK to revisit the economic plan on an annual basis since technology is changing to quickly. Always have a mechanism to assess in a data-driven way the start-ups that are accelerating rapidly so government can help those start-ups scale up through investments.
- Provide opportunity for group to come back/meet on an annual basis, allowing for a parallel approach.

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- Can't underestimate the value of building talent that industries need. Companies moving to the US because they can't find talent here.
- History of building companies up to certain size and then losing because of 1) Talent - issue in enabling programs around technology and elsewhere and 2) investment. There are more billionaires now than ever. They are all looking for things to do with money but are investing in US / Silicon Valley because not seeing anything worthwhile here and we need to change that mindset
- Try to be a little bit of everything, keep everyone a little happy. Government needs to put a stake in the ground and say these are the businesses we're going to build back over the next 5 years. Suspect BC's priorities would be sustainability. Choose an area to focus on that's not crowded, don't take on countries that have spent 20 years investing in a certain area. A lot of countries have already put billions into hydrogen – example Australia has invested \$5 billion – it's crowded. Look for other places where there's more market share

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- We have a burning platform right now – the interior of BC. The climate emergency is upon us. We all need to get behind the one main mission of environmental change. These wildfires are so disruptive/economic disruptor. Climate change needs to be a main focus, so many different constituencies can get behind it. The sustainability lane is an area that the government has



already put a stake in the ground. It's an area where so many companies can get behind. Likes the idea of Team BC.

- Layer on equity issues we've talked about – reconciliation, how climate emergency is impacting people differently. Out of this everyone will benefit – businesses will grow, university programs will grow. There's danger in picking winners in terms of companies but it's good to pick winners in terms of challenges

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- One area government could help is with policy development, supporting the adaptation of regulations. Policy levers to help emergent industries. s.13

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- Government has to look internally at how it works, in order to support growth and innovation in the economy

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- Important to focus on certain areas.s.13

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- BC is a small and open trading economy. Focus is going to be very important. They like the idea of missions with milestones and proper goals.
- Government not focusing enough on the knowledge economy (focuses more on the natural resources). They're interlinked. Government needs to articulate a strategy that pulls together the resource and knowledge economies.

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- Alignment is especially critical. The province came out first with a commitment to quantum, the feds came out after with a national investment strategy. Good example of alignment.

- Encourages a lot of thought around the importance of alignment. s.13

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s.13

- We support the need to choose a few challenges to take on. Need to choose a few things to skew resources to.
- Steer co-investment in a few areas to move forward. Other countries around the world don't have the decentralized system that Canada has – unique disadvantage for us. We need to align and assemble these resources – important of co-investment.



- “Look for medium level of granularity, not rifle shot, not pinpoint scope”. Meaning you’re not scattered but also not so narrow that you can’t chase other opportunities.
- Choose an area that’s sufficiently large, that doesn’t exclude possibilities.
- Within the plan, embrace the overlay/overlap of the problems and opportunities, think about filters, concentric circles, related quadrants. But things we’re talking about aren’t apples and oranges.
- Knowledge economy shouldn’t be separate from other areas – about change process and social transformation within all sectors, has to do with talent theme, really drives home need for interconnectedness, partnerships

s.13

- Innovation is not a 1-5 year horizon, its a 10-15 year, there will be a need to build longevity past electoral cycles (MRK highlighted InBC)
- Only one issue that hasn’t been addressed yet. These aren’t short term challenges; they transcend electoral and business cycles. As set priorities, make choices, identify broad but not too broad areas – think about how policy instruments and resources can have longevity build into them that get past short-term cycles. Ways of doing it but need different thinking that usual.



Summary – Gender Equity Grouping

s.13

July 12, 2021

Participants

Government:

- Hon. Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Parliamentary Secretary for Gender Equity

External:

- Jill Tipping, President & CEO, BC Tech Association
- Neelam Sahota, CEO, DIVERSEcity Community Resources Society
- Anjum Sultana, National Director of Public Policy & Strategic Communications, YWCA National
- Alyson Colón, Associate Director, Institute for Gender and the Economy, University of Toronto
- Jill Earchy, CEO, Women's Enterprise Centre
- Karen Dearlove, Executive Director, BC Centre for Women in Trades
- Tina Strehlke, CEO, Minerva Foundation
- Dr. Laurel Weldon, Distinguished SFU Professor and primary investigator for the Feminist Mobilization and Economic Empowerment Project at SFU
- Paulina Cameron, CEO, The Forum
- Lynell Anderson, Child Care Advocates of BC & \$10aDay Plan

Summary

Question: What global trends are you monitoring? Impacts to BC's economy?

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- Need to be clear on metrics to ensure we not only recover but come back better than before – jobs are not just back but decent jobs. Metrics of success.



- Intersectional lens on experiences of women. For example – young women, who are still stagnating in job recovery rates compared to other demographics.s.13

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- Trends: Continued increase of women accessing entrepreneurship to create career pathways for themselves especially when don't see other opportunities for themselves. s.13
- Women bringing innovation to table. Need decoupling of technology and innovation. Women step in brining great innovations in apparel, food, manufacturing. Not just the one equation. If don't decouple, don't see the necessary investment.
- Deep desire to understand how folks can contribute to the economy – be clear and forward on where BC is investing so newcomers can see pathway to growth and success. Key to find their place.

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- Echo covid labour impacts
- Movement around social impact is quite interesting – non-profits can develop strategies to be investment ready, look at more business strategies to be successful and sustainable. Calls for decolonization, move away from traditional ways of thinking of philanthropy as being serving disadvantaged people to being with those folks. Two trends happening simultaneously. Questioning metrics of success and what world views underpin programs and are being perpetuated. Distills – folks we're trying to solve for always need to be at the table. Who's not here, who needs to be asked. If not at the table we won't get the outcomes we're hoping for

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s.13

s.13 Increase in access is tiny silver lining of year. s.13
s.13 – still been demand over last year.

s.13

Recognizing unique growth pathways women entrepreneurs take. Recognition of this is finally coming to fruition.s.13 who identify in underrepresented groups – youth, immigrants, rural, etc.

s.13

– seeing different models and this is huge opportunity.
UK and US have some, less in Canada. Want to see businesses grow number of employees in



sustainable ways. Female entrepreneurs want to grow their companies for community impact, not personal gain, so supporting them supports our communities.

s.13

- Global trends: short hand – trends towards violence (not indicated by unemployment rate); reveals – tremendous variability of domestic workers, migrants for domestic work.
- Broad patterns on gender and women's rights worldwide – rise of populism, attack on gender and gender equality worldwide. Feminists world wide trying to organize to counter it. Response to election of trump, Hungary election, etc. Corporate tax – same people opposing gender equality are proposing corporate tax. Tight relationship between rising attack on gender, anti-globalization, corporate taxation. Less grassroots issue in BC, but it's dangerous to be complacent and saw won't happen in BC or Canada, harder to forecast. Unlikely we'll completely avoid these trends and influences

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- During covid – women looking for better paying jobs s.13
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- Need to look globally – people coming in to call Canada home. Trend – post-pandemic migration patterns globally. How much are people ready and able to meet growing immigration? Invest to create ability and appetite – more rewards for people to bring skills, awareness to navigate and see pathway out of pandemic. Look at re-envisioning where need to be in the future
- Change our metrics – what is actually being valued? Pandemic showed – grocery store workers, front line healthcare workers, social service providers. Some non-profits struggled and others were overwhelmed with demand. Turn the tables on what is valued work and how do we value this metric. What are top contributing sectors in BC? Social services not on the list yet one of the biggest employers.
- Not just women disproportionately – it's women in lower class, from racialized communities, without education. Really need to follow this trail by listening to those who have been affected the most to be able to actually serve them.

s.13

- Locked into image of our economy from 1950 – very stale – stay at one company forever, woman stays home. How recover better?



- Global trends: Alan Winter's report did excellent job summarizing global trends and headwinds we're fighting against.
- To the extent we have talked about the economy for the last 20 years, we've talked about industries. Why did we decide the economy was made up of series of columns of industries. Why didn't we think about economy as being made up of talent. About the potential of every single human in BC. If we're ruthless and determined for everyone to find a career pathway in BC – whether new or refreshing in the workplace with specific focus on having underrepresented groups more represented – thought to ourselves, how do we harness unmet potential of people in BC we'd spend less time talking about industry. Jobs will be created in whatever industry that require the skills of the future. What we want is every person in BC to have economic opportunity.
- 75% of BC's GDP and 80% of jobs in service sector, yet we have to continue to be grateful for remaining 20% to be infrastructure for traditional industries. We are minimum 20-30 years late in moving service sector up the list
- People being super clear thinking about sustainability and resiliency differently, education, flight of talent to safe and sustainable locations, concerned about rise of polarizations and violence in the world and can't be relaxed about that.
- What do I see other jurisdictions around world doing? Don't see them attempting to tackle things they can't change – focusing on things they can change – and that's the economic structure of service economy. Want to see BC economy that equips us to wind in 21st century and abandons old thinking that was in place in the 1950s.
- Thriving tech sector – would love to see more diversity and talent in sector.

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- Trend: issue of labour shortages in care sector – elder and child care as well. Infrastructure needs focus on intentionally creating care jobs that are good jobs.

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- Look at who is most marginalized in economy and build recovery from their position up

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importance even more

clear during pandemic, understanding has grown more broadly. Federal budget – major commitment, looking forward to more progress



s.13

Question: What should we consider as we go forward on the broader Economic Plan?

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- Agree with many of comments that have come up – decolonizing approach to building system; full recognition of Indigenous rights; importance of ensuring strategies and policies are inclusive and those developing them are the ones most affected by them. s.13

s.13

s.13 – the more we'll be able to support robust, equitable, fair, sustainable economy

- Need BC investment in Budget 2022

s.13

- Start asking what the aspect of decent work is – what is a living wage, who has access to sick wage?

s.13

- Invest in people of BC. Focus on economic reality that pandemic has revealed – innovation, is key, embrace it
- Be ruthless in taking data driven approach – we don't take good data we need on economy today but we're very good at taking data on what mattered decades ago. Build on data capture and analytics capabilities – ask what does the data show, see the evidence that proves something is true. Over time as organizations evolve and structure changes – they become optimized for status quo and end up repelling change. Need to change structure when have change of strategy so can have different conversations to embrace
- Why do we have the ministerial structure that we have today – which voices are overrepresented and which ones aren't there or have 3 hats in one ministry off the side of someone's desk. Form drives content, how you structure the conversation shapes the discussion. Interesting thought concept.

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s.13 Deconstruct silos to access latent skill sets within leaders, youth; seeing globally that folks coming to BC have ability to innovate, global world view

s.13

- Wrap around supports – connections between training, job development and things like childcare. Sector hours not the same as childcare providers.s.13

s.13

s.13 – shift culture in workplaces so more sensitive and inclusive to diversity and gender issues. Invest initially in changes but need to also provide ongoing support to women in all parts of the economy s.13

- MRK asked - is culture changing? s.13 Not really yet, but more recognition that it needs to change. Understand they're real workplace health and safety issues, not just something in someone's head or a joke. Not a culture shift yet, but more recognition that it is an issue.

s.13

- Need to make sure people have supports to succeed and thrive. Empowerment is a way to think about it – it's not just about making sure individuals have what they need to survive, but it's structural. Concretely – need policy and big structural changes that open up non-traditional areas for women and revisit traditional areas of women's work that has been undervalued. Elder care and personal service workers, domestic workers, childcare workers. Political basis for re-orienting of policy to valuing these workers and putting supports in place – sick pay, benefits, hourly wages, employment guarantees – the kinds of things we provide to more valued workers. Can't talk about empowerment economy if subject to bullying and harassment, violence, etc. Deep human rights problem as well as problem of the economy – can't flourish without dealing with these issues.
- How do you combine certain jobs with having children with affording a home when you're a woman working in certain sectors?

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- BC has so many advantages.
 - 1- Collaborative ecosystem – hybrid models with sectors collaborating. s.13
s.13 many of us work in circles not silos. Overlapping circles. Appetite in BC for collaboration despite geographical differences.
 - 2 – Entrepreneurship – BC is entrepreneurial province, a key strength. 38% of business owners are women



- Funding gap. Hope InBC will help. Create funding pathways connecting dots between different areas. How do we get more companies ready for InBC?

s.13

- Tax incentives – well positioned in BC with investor tax credit – many more opportunities around that

s.13

- Government is not the easiest environment to be bold and counter culture. Be unreasonable in your requests. Continue to be relentless and unreasonable in requesting the changes we need to see.
- These are complex problems that are not easy to solve – need testing, probing, iteration and feedback loops. More consultations like this to have voices at the table. Not one and done.
- Echo s.13 comment about data – Australia is leader in this area. Have a federal gender equality agency and collect data from employers and communities – employment levels, gender participation, income. How can government support data collection and recording to track and report on equity and inclusion. Workplace Gender Equality Agency

s.13

- Echo everything that's been said
- Radical idea – don't be afraid to specifically call out women and dedicated support for specific genders. Government can be hesitant to specifically dedicate percentages, goals, minimums set aside for women. Now is the time to do it, when women talking about She session. Anything later will be too little too late. If get the response - what does this mean about men – can still feel good about why position one way
- Tax – childcare piece very excited for this. Deeply in support and want to note it still won't address need the entrepreneurs and small biz have because relies on EI system that's wildly out of date. Employees can pay into it but owners can't and so it's very underutilized by entrepreneurs. We say small business is the backbone of BC economy but don't see their needs being met here. Really need to look at how BC can advocate for better federal system. Childcare to be business expense the same way that a lunch or golf meeting can be. Childcare is an essential piece.
- Tax front – venture capital tax credit – add additional incentives for angel investors. Get earlier stage investment. InBC – level looking to invest to – women owned businesses will be smaller. Need investment in ecosystem to build up larger pipeline where businesses are ready for investment. Activate public capital for women entrepreneurs. Women utilizing skills training and support, accessing non-profits for that. Employer Training Grant – revisit to see if actually inclusive for women and is it inclusive of women entrepreneurs not just workers.



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- Women Entrepreneurship Day celebrations – spur energy and excitement about this.

Messages from the chat:

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- Nation-wide, the care economy represents 12.3% of the economy, only rivalled by the real estate sector. It represents 1 in 5 jobs across the country. We are in a care crisis and currently do not have enough care workers. And this gap is set to grow due to the aging population so the care economy can be an area of not only economic growth but also decent jobs.
- Thank you so much Minister Ravi Kahlon and Parliamentary Secretary Grace Lore for your thoughtful approach and actions to promote a feminist recovery. Really grateful for your leadership as well as the innovation and foresight demonstrated by the Government of British Columbia s.13

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A key area we need a gender-responsive approach to is reskilling and training programs and non-profits/charities can play an important role. We need all hands on deck for our economic recovery and non-profits/charities have trusted relationships with vulnerable communities to enable success. We need wrap-around supports in reskilling programs to ensure diverse communities are able to access good jobs and transition sectors that are not coming back in the same way. We also definitely need disaggregated data to make sure we are meeting the goals we have set out for

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- On Australia, they also have great research on women in the building trades. Work by Louise Chappell and Natalie Galea points to importance of norms as well as policies.

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- WGEA link (Australia): <https://www.wgea.gov.au/>
- Also some excellent work being done by Armine Yalnizyan at the Atkinson Foundation re: care economy, social infrastructure, and the future of work. See: <https://atkinsonfoundation.ca/priorities/>

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- BC Jobs Training grant language is NOT as inclusive as it could be. Ontario and Manitoba allow for women and BIPOC governance/leadership training to increase equitable access to boards.



Summary – Youth Grouping

s.13

July 12, 2021 2:30 PM

Participants

Government:

- Hon. Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Special Advisor to the Premier on Youth, Brittny Anderson

External:

- Suman Roy, Executive Director, Meal Exchange
- Robyn Duncan, Executive Director, Youth Climate Corps
- Alex Mitchell, Government Relations, Global Shapers Vancouver
- Adrienne Montani, Provincial Coordinator, First Call BC
- Harrison Johnston, Sustainabiliteens
- SJ Hawse, Co-Chair, Lieutenant Governor's Youth Advisory Council
- Sumreen Rattan, Moment Energy

Summary

What global trends are you watching? What are the impacts to BC?

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- Funding opportunities for the hiring of international students would help companies acquire the talent that they're looking for.

s.13



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- Trends include: Impacts of inflation on young people and their ability to purchase a home, not just in Vancouver but across the entire province – communities have been shifting a lot over the years.
- Priorities for youth include: Future of work, inter-generational equity, minimum wage and student debt forgiveness.

- s.13

- Points to [The Great Resignation by BBC](#). Youth are not re-entering the workforce in traditional ways.

s.13

s.13

- Recommendation: Step into the opportunity to “create a just and equitable economy.”

s.13

- Points to a need for young people to help address the issues that BC is facing, need dependable and flexible government support.

s.13

s.13

- Pandemic has been tough on post-secondary students.
- In order to have a healthy economy, you have to have healthy people – Recommends this to be the baseline of every government decision.s.13

s.13

- Seeing the effects of climate change on BC already – wildfires, heat waves, worst air quality in the world at times from wildfire smoke. Climate change having a disproportionate impact on certain populations. People who work outside, drug users, people experiencing homelessness – over representation of Indigenous people and people of colour in these groups.

s.13

s.13

- There’s a lack of support for international students. Canada Summer Jobs program doesn’t support international students. International students bring billions of dollars into the economy, many communities rely on them, yet not supported through existing programs.
- Youth want to be heard in a meaningful way.



- Policies around pay equity, gender equity in the workforce – s.13
s.13

s.13

- Supports many of the points raised by other participants.
- Trend: Working from home – government can help continue support for this trend.
- Says people are moving away from rural communities and into urban environments due to jobs – remote work helps keep these people in their rural communities.
- s.13 and a living wage which will help all people not just young people. Why are massages covered more than other benefits like pharmacare and dental care?

s.13

s.13

- *Overall comments largely in line with recent PPF essay by Don Wright*

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s.13

Increasing

unionization will help increase wages due to added negotiation power.

s.13

- Inequality is one of the social determinants of health that government can address – we need to create a caring economy going ahead – caring for elders, caring for young children.

s.13

– on the individual level that looks like full time jobs.

We may have good employment standards but government doesn't enforce them. Young people and immigrants don't complain about working conditions or wages, which is why companies hire them.

- Housing costs are completely disconnected from what people make. For young people it's almost impossible to look at housing, even rentals.
- There's a role for government to look at the tax system – how do we re-incentivize housing towards a human right?

Which two missions would you choose to include in the Economic Plan?

s.13

s.13

- Support for youth entrepreneurs.

s.13





- Care economy has to be part of the plan going forward - expanding education, health care, childcare, senior care, housing
- “Ensuring that everyone in the province has stable housing and able to get any health care that they need.”
- Calls for more investments to mental health and addictions.
- s.13 – teachers are a crucial job in society yet have to live in the suburbs and rent their entire lives. Points to a disconnect.
- Highlights that over 40% of British Columbians are under 35 and invites further collaboration with youth.

s.13

- Shift away from short term profits and GDP and put nature at the front of decisions. Need an expanded definition of economics to include nature.
- *(MRK added comment on donut wellness model that other jurisdictions are using)*
- President Biden has supported the Youth Climate Corp, s.13

s.13

s.13

- One of BC’s greatest strengths is its highly educated workforce.
- Tough for youth to find opportunities for experience. Can government create opportunities for youth to build overall skills relevant to their futures?
- BC is a great place to start a small business but there’s an opportunity to take a comprehensive look at labour policies, regulations –s.13

s.13

- Transportation and connectivity – so key to economic development s.13
s.13 how do we expand transportation in a way that’s sensitive to climate impacts?

s.13

- Pandemic has brought about mental health issues, more support needed on mental health.
s.13 Free counselling is needed.
- Making BC attractive for start-ups and innovators –s.13
s.13
- Housing not affordable for anyone. Youth unable to even save for a down payment on an apartment.

s.13



- No shortage of wealth in our province, if we take care of it there's an amazing land mass in BC. These are things we should take care of. Pipelines and fracking should stop.
- Mental health is often related to inequalities – the economy we're creating, is it taking care of people and addressing these inequalities? Upstream thinking is needed.
- Our real estate economy is not healthy.

s.13

s.13

Which two missions would you choose to include in the Economic Plan?

s.13

- Youth need a meaningful seat at the table during policy planning. How can we get more youth into government? Students need a voice to make a difference.

s.13

- Opportunity to establish a clean tech hub and incentivize clean energy companies. Academic institutions are getting started but in order to keep this talent in BC we need to establish the opportunities.

s.13

- ESG is sometimes used by companies to avoid having to tackle issues directly like allowing their employees to unionize, paying a living wage, etc. Lot of the employers doing well with ESG are not doing well with these other important areas.

- Supports clean tech hubs s.13

s.13

s.13

- Reconciliation will not happen until there is a reconciliation with the land.

s.13

s.13

- Also supports clean tech hub.



- Opportunities around agtech and food security – how can we use our agricultural lands sustainability and efficiently? Needs to be prioritized. Opportunities to partner with universities to further this work. Previous government talked a lot about LNG being the generational opportunity but sees agtech as the actual opportunity.

s.13

- Need more protections for gig economy workers – get them the rights that all workers are afforded. s.13 help them find jobs that are sustainable that give them rights. s.13

s.13

- Further investments needed to prevent social costs downstream
- Resourcing Indigenous communities to take charge of their own communities, child welfare systems, etc.



Summary – City of Vancouver

s.13

July 13, 2021 2:30 PM

Participants

Government:

- Hon. Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Hon. George Chow, Minister of State for Trade
- Hon. Josie Osborne, Minister of Municipal Affairs

External:

- Mayor Kennedy Stewart, City of Vancouver
- Robin Ciceri, VP External Relations, UBC
- Janice Abbot, CEO, Atira Women's Society
- Steven Johnston, ED, Community Impact Real Estate
- Monica Morgan, Director and Owner, Complex Projects Consulting Inc.
- Stephanie Allen, Director, Hogan's Alley Society
- Dan Burgar, President & Founder, Vancouver VR/AR Association
- Pete Mitchell, President, Vancouver Film Studios
- Ian Tostenson, President & CEO, BC Restaurant and Food Services Association
- Jill Atkey, CEO, BC Non-Profit Housing Association
- Sharon Gregson, \$10 A Day Childcare
- Bridgitte Anderson, President & CEO, Greater Vancouver Board of Trade
- Dr. Joy Johnson, President & Vice-Chancellor, SFU
- Jill Tipping, President & CEO, BC Tech Association

Summary

Thoughts on global trends? How do these trends impact both BC and Vancouver? Where are the opportunities for innovation and growth?



s.13

- Key challenges: Housing and regional coordination of economic development
- Housing:
 - \$750m in social housing s.13 Condo housing also doing well. Workforce housing is a major challenge for the city. Microsoft CEO shared that he loves Vancouver, language pool and universities but the housing affordability issue limits Microsoft from bringing more workers here. If that issue is happening with Microsoft, imagine what other companies are thinking.
 - Starting to address the housing issue at the city level – moderate income housing projects. Secured market rental building, 20% are vacancy controlled, rents of \$950/mo. Need much more of this in the city and in the region.
 - Recruit more market rental buildings this year more than ever before in history. s.13 s.13
 - Provision of housing – look at the idea of equity. Who gets these subsidized units? Look at how these units are distributed across different populations.
- Regional coordination:
 - Lack of coordination with economic development. There's a lot of coordination around transit, sewer, water, etc. Not doing this with economic development. Miami, Toronto have big integrated plans. Tough to compete. Lots to do around how we attract investment...s.13 etc. No way to coordinate this work across the region. That's just for the offers coming their way, let alone attracting new investment. s.13 s.13 Calls for more to be done through Metro Vancouver economic development.
- Closing comments – Federal government missing from these engagements. They have an ability to really help us out here in understanding our economy. s.13 s.13 Thinks we should get pitches ready for them – they will be looking for ideas.

s.13

s.13

- s.13 How is the downtown core going to thrive with workers not returning to the office? There needs to be lots of thought and consideration on supporting the downtown core.
- Supportive of Marianna Mazzucato being on board.
- Mobility pricing cannot be done in a silo, needs to be done with a regional approach, needs to be a strategy around housing. A quarter of businesses' surveyed are considering relocating due to housing.



- Labour supply – s.13
s.13 Trying to attract and retain talent in this region comes down to housing affordability and transit as barriers.
- s.13

s.13 - Launch Online grant very helpful but this is going to be a long term change that we need to support companies in making.
- s.13

s.13

- s.13 need certainty from government. Location access (municipal), tax breaks (province).
- s.13 The graduate numbers coming out of universities in the area are not going to support the industry's need going forward.
- Need to pay attention to border issues – lots of uncertainty around vaccination passports, etc happening right now.s.13
s.13
- s.13

s.13

- Urgent that we layer on sustainability to everything that we do. The climate emergency is pressing all of us to think about sustainability in a new way. Lots of growth and potential in this space.
- s.13
- s.13 an opportunity to grow the downtown core, there is incredible opportunity moving forward.
- Calls for further partnerships to solve issues.

s.13

- Appreciated the comment on lack of urban housing s.13
- Points to a parallel crisis in affordable commercial real estate – impacts small and medium sized businesses that provide affordable goods and services to communities. How can the city better utilize commercial space to create economic opportunities? s.13
s.13 Says this is a very immediate way to create innovation.
- Look at our procurement practices – saw government redirect funds to the social sector during the pandemic, ensured that vital partners stayed in operation during an important time. These



partners learned that this helps create employment opportunities for residents and helps lift residents out of poverty.

s.13

s.13

s.13

investments in the area. s.13

s.13

s.13

s.13

Need to look at encouraging housing investments.

Capitalize on the investments.

s.13

s.13

Improve the living conditions for our

marginalized communities as part of the economic plan.

s.13

- s.13 on urban renewal but adds that the future of the city will be different than the past. Generations will expect different cities (less dry cleaners, more restaurants).
- s.13 on using data to drive more economic growth. s.13
- s.13 So relevant to Vancouver – 2/3 of tech companies and 80% of the province's jobs are in the lower mainland. Most of GDP comes from the service sector.
- BC's own labour market forecast finds that 80% of jobs will require new credentials. More focus needed on knowledge economy, talent required to drive that rather than industrial policy will help us be setup for the future.
- Look at the data on what our economy actually is. Stop telling the same stories about what our economy is. Let go and allow the data to tell the story. s.13

s.13

s.13



- Really need to think about where people will live. Strong economic opportunities – tech, film, etc. Without an adequate supply of housing, many will slip into homelessness. This is likely to intensify. s.13
- BC's ten year plan for housing does a good job at recognizing the need. Investments need to be scaled up if we're going to prevent homelessness. s.13

•

- Vacant office space – 3-4 examples in Calgary where office buildings are being turned into housing. Downtown core getting a boost by bringing individuals and families directly into the downtown.
- s.13

s.13

s.13

s.13

The market cannot fill the

gaps. Some improvements to affordability and new spaces.

- s.13

s.13 – more difficult to bring fees down with this corporate model. Hoping the government will turn this around.

s.13

s.13

- More than 1/5 racialized British Columbians lost their jobs during the pandemic. Important to consider how we shape the plan going forward. We must recognize the impacts of on racialized people. Need to take a GDA+ lens to the economic plan work.



- Support the City of Vancouver in removing the Georgia viaduct – would unlock major economic opportunities for racialized people. Cultural space, commercial space, affordable space for businesses, etc – needs investment from the city and the province.
- Support the BC Black Business Alliance. Invest in capacity development but not through loans to racialized entrepreneurs.

s.13

- Reconciliation needs to be front and centre to economic recovery. FN should lead any economic recovery plan in the area.

s.13

on housing. Calls for the funding and building housing now, takes 5-10 years to go from development to occupancy. Housing crisis gets worse every single day.

- Would like to see a review of the industrial land base in Vancouver. Where does it still make sense? Can we combine light industrial and housing? Needs to be policy, not one off decisions by staff.
- Creating a smoother work permit process to enable non-profits and other businesses find staff
- Need a more vibrant, accessible public space. In order to have a vibrant city, we need to expand the animation of public space.
- We have forgotten about non-profit staff and childcare workers. Disproportionately women and racialized. Non-profit employers need more resources in order to provide appropriate support to staff. Increasing expectations on non-profits to fill gaps in social safety net.



Summary – Mix and Match Group 7

s.13

July 13, 2021

Participants

Government:

- Hon. Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Hon. George Chow, Minister of State for Trade

External:

- Stephanie Hollingshead, CEO, HR Tech Group
- Mary Ellen Schaafsma, Director of the Social Purpose Institute, United Way Lower Mainland
- Dani Miller, President, BC Stone, Sand & Gravel Association
- Matthew Klippenstein, Canadian Hydrogen and Fuel Cell Association
- Andrew Booth, CFO, AbCellera
- Tessa Seager, Director, Government Affairs – BC, Council of Canadian Innovators
- Andrea Welling, Regional Director – BC, Futurpreneur
- Genesa Greening, President & CEO, BC Women's Health Foundation
- Kristi Fairholm-Mader, Director, Innovation and Initiatives, Buy Social Canada

Summary

Question: What are the global trends you are watching? Impacts to BC's economy?

s.13

- Surge in start up businesses during pandemic, particularly interest in online businesses. Food, food delivery, health care, shipping and logistics, data recovery, cybersecurity solutions, creative consulting. Also mainstream industries. A lot of young entrepreneurs identify as social entrepreneurs – how can I make the world a better place? Sustainability, tech, caring for others.

s.13





s.13 – make affordable and accessible

s.13 – trend in urbanism is away from cars. BC doesn't have auto manufacturing facility, but this may not be a disadvantage s.13

s.13

- When you shut down international, people start focusing on what's local and back to basics – grow food at home, mine rocks at home – glad to see getting the attention it deserves. Easier to do things locally – short travel, short ship = less carbon, shore traffic, more use of river as original highway in province

s.13

- Massive shift around impact investing – away from doing harm to maximizing both profit and social impact
- Social procurement – align money towards impact and community goals. Shift away from lowest price procurement – government and institutional buyers have many tools to support inclusive economies
- Social and circular businesses – social entrepreneurs, circular economy, blended returns. Real trend around blending of sectors, incorporations, non-profits being entrepreneurial, corporations being very social

s.13

s.13

s.13

Competing for same pool of highly skilled

content

- Shift from tangible to intangible economy. Policy infrastructure hasn't kept up with shift. s.13
s.13 Need to update
policy infrastructure to reap rewards of 21st century economy

s.13

s.13

Believe

can only tackle major social issues with businesses involved

- Racism, social polarization, effects of climate change, etc having deep impacts on all economies. Positive trend accelerated by COVID – new role business has to play. Well-being, society, environment are as important as profit and business cannot thrive without it. Positive trend in order to address these entrenched issues is to help businesses redefine their role in society and bring their talents to bear on these issues. Attract revenue, customers, capital, workers with this model

s.13



- Climate change and global warming is behemoth issue. Smoke across province on regular basis different from decades ago – will have impact on health and tourism.
- Investment in cleantech and agritech – really seeing it get legs in BC. Huge global trend
- Remote work across borders. Mostly seeing it with US companies happily hiring remote Canadians who don't want to move to US

s.13

s.13

s.13 – things they can guarantee, rely on locally, have the skills developed – IP, facilities, etc. s.13
s.13

s.13

- Pandemic showed connection between economy and health.
- Looking at workforce – s.13
s.13 Getting back to previous employment numbers simply not good enough. s.13
s.13 – holding back economic growth and costs BC \$2.6B per year for lower worker productivity due to poor health. s.13
s.13 . Longitudinal impacts.

s.13

- s.13 – proven to be successful removing some barriers but don't take into account geography, gender.
- Increased use of AI during pandemic – often doesn't consider race, ethnicity, gender components which will create divide in kind and quality of care
 - Digital Tech Supercluster, s.13 – these are helping and want more in BC. Research is a great opportunity for BC to continue to lead in these spaces globally.

Question: Opportunities for growth and innovation in BC?



s.13

- 1 – research. BC uniquely situated to invest in health research. s.13
s.13 Has unique assets compared to rest of
province.s.13 Look at recent federal budget
investments and see how BC can piggyback
- At beginning of pandemic – up to 30% attrition / closing of non-profits – s.13
s.13
s.13
- Look at social impact investing, cross sectoral opportunities working with corporate and government to create unique models. Sustainable operating model and profits. Can't afford safety net for safety net to fall apart if social sector isn't buoyed up

s.13

- Innovation plus growth is interesting. In awe of fact BC is bold and courageous in some opportunities – Ballard fuel cells, technological moon shot, decarbonizing, general fusion, quantum confusion. Pro rata such a concentration of bold bets around technology. Have this innovation and frontier spirit and trying to find commercial opportunity. Where we struggle is in the growth and the scale up. It hasn't hit stride in BC in terms of scaling up companies. Too often they exit. s.13
s.13 . Need sustainable growth competitive advantage for these companies.
Triple bottom line – haven't seen anyone do that well globally. Would love to see done properly from BC. s.13 Lead with innovation. Well
endowed with courage to start big bets but how to set infrastructure so can sustainably grow them and keep them here. Lots of irons in the fire. Many companies at cusp.
- s.13 *Strongly, strongly agreed that BC's great at supporting startups, but not-very-good at helping them startups grow into world-leading titans.*

s.13

- s.13
- Ecotourism is opportunity
- Combining innovation and growth in one – including people that have less privilege, that face barriers to being in innovative opportunities for employment and entrepreneurship. Need diverse group of people looking to innovate

s.13

- Deloitte report – purpose-driven strategies and growth. There's a business case for this. People learned into social purpose during pandemic to help navigate turbulent times rather than stepping back.
- Social purpose becomes the reason a company exists and drives everything they do – find new innovation and ways to do things. One company applied social purpose lends during strategic



planning and enabled them to eliminate 50% of things they thought were priority and freed up resources for staff to innovate

- BC advantage – s.13 Because based in BC, there's already a cluster of these businesses, ready to activate their purpose. BC could become centre for excellence but need to do now, quickly, otherwise somebody else will do it

s.13

- “Tech teens” companies that are in between brand new start ups and giant successes. But these are the ones really driving economic growth and prosperity. Need to support middle ground companies – target financial support, increase to talent homegrown and imported, fair procurement

s.13

- Non-profit sector are real innovators to society's challenges. 8.5% of our GDP and significant inclusive employer – critical part. Hasn't been concerted effort to support sector and help it grow. How support it like we support the tech sector?
- s.13prepare people to work in social purpose business –s.13 – now need to expand to other businesses
- s.13 , how can BC leverage federal funding opportunities. BC one of leading provinces with s.13
s.13 Significant space for innovation and it's poised for growth.

s.13

- Getting people to good jobs. s.13
s.13

- Instead of always asking gov for money, say = what can we do to make it easier on government – what can gov do less of that will help business do better. Better tech, get better visibility on where funds are going, better data, help gov get better HR so that they have the skills to help. Help gov be more efficient, more effective, more modern

s.13

- Need culture in gov where it's ok to take risks even if they don't work out. If never take risks, never grow, never push boundaries. Need to support big ideas, accept that not all of them will work out and don't worry about this being a black eye
- Would be helpful to have some ideas of where we can be the Michael Jordan of basketball instead of the Michael Jordan of baseball. s.13



- There's a common lament that a lot of government funding is piecemeal, direct grants, has to go through cost benefit analysis. Difficult to get through teenage years to grow into bigger success. Room to rally around prospect s.13 Ability to come together. Big massive goal –s.

s.13

s.13 without worrying about money being spent in exactly most efficient way, will reap rewards because gathering human genius together will create all these spinoff.

- Having really big home run swing – accept flak for things that don't work – but benefits will be so enormous we won't even be able to anticipate them all.

s.13

- So much space for innovation in bigger tech space and helping businesses grow and scale
- Climate change – focus on local business. Having seen how younger people bring diversity to many communities. Trend of movement out of bigger centres to smaller ones – how make smaller ones really supportive of entrepreneurs of all backgrounds. Bit of bias that larger is better but reality is a lot of people aren't going to choose that – they're going to choose own communities, something more local for their business. How do we support them to do this and support their own communities that's sustainable and fills their passion. s.13

s.13 What we're doing locally shouldn't have people in poverty jobs – need to turn this around. How make food businesses easier and better

- Echo others' comments as well

Question: What two priorities should we focus on in the Economic Plan?

s.13

- Local navigator, local entrepreneurship. Celebrate local successes
- Supporting food companies.

s.13

- Goal for Vancouver – be a bigger cleantech hub than Calgary. Rallying point
- s.13

s.13 . Establish roots to bring back human insight for all levels of genius (educated or not)

s.13



- Pick big goals and run with it. BC is already very desirable – don't need to focus on attracting but rather on barriers. What's providing bad jobs, what's policy barriers. Need to set big goal and pick off barriers in the way

s.13

- Gaps in barriers – supports and infrastructure for social enterprises. s.13
s.13

s.13

- Modernize policy infrastructure for 21st century economy – focus on how wealth is generated now so can actually solve social problems. s.13

s.13

s.13 Risk of falling behind

- Talent – companies can't grow without talent. s.13 Need to be heads down on making sure skilled talent is available

s.13

- Social purposes businesses can change the world – need to invest in their growth to support equitable recovery and supporting economic resilience. Women prefer to work for purpose driven companies and female CEOs drawn to this model. Equity practices in social purpose businesses higher – more likely to pay living wage, tackle racism, decolonize, hire Indigenous staff. Need policy package to support and make easier for these businesses to start, transition from for profit and grow/lead. Build case studies, proof, evidence that really is a strong solution.

s.13

- Indigenous participation
- A plan that's focused on environment and all our people

s.13

- We don't really have big business in BC except companies like Telus.
- s.13

- Sustainable incentives available to all to keep talent here and also to keep IP here. So important and we don't have a track record of doing it. Once company starts getting traction, get approached all the time about moving company outside of BC to places that have better policy or infrastructure for companies that are scaling. Better to fix the problem for all – not just certain kinds of tech companies.

s.13

- Checking as many boxes as humanly possible when spend time, money or people resources. Develop and innovate in not just where invest but how – triple bottom line piece, look across sectoral innovation and how to use triple bottom line to actually create opportunity to buoy up



social impact and NGO sector to impact environment, community, take into account brilliance of non-profit sector to address inequalities in workforce development, pay, environmental impacts. Create that. See companies become much more enviable in recruiting workforces because seeing people choosing who they work for as much on values of company as the actual work. Keep workforce healthy and ensure companies positively impacting communities to have amplifier affect

- s.13 look
at bias in research s.13 data
sharing –s.13 and improve
pipeline from academic to workforce to innovation. s.13 –
create economic opportunities for folks. How do all these things together. Independent
investments essential but let's pull together disparate discussions to do $1 + 1 = 3$ math



Summary – BC Federation of Labour

s.13

July 14, 2021

Participants

Government:

- Hon. Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Trevor Hughes, Deputy Minister, Ministry of Labour

External:

- Laird Cronk, President, BC Federation of Labour
- Susanne Skidmore, Secretary-Treasurer, BC Federation of Labour
- Stephanie Smith, President, BC General Employees' Union
- Karen Ranalletta, President, Canadian Union of Public Employees
- Brent Calvert, Federation of Post-Secondary Educators of BC
- Barb Nederpel, President, Hospital Employees' Union
- Kane Tse, President, Health Sciences Association of BC
- Phil Klapwyk, Business Representative, International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts
- David Black, President, Movement of United Professionals
- Jamey Mills, Public Service Alliance of Canada
- Kim Novak, United Food Commercial Workers' International
- Karen Caston, Director, MoveUp
- Orion Irvine, Regional Director, Canadian Labour Congress
- Doug McKay, Business Manager, International Brotherhood of Electrical Workers
- Robert Ashton, President, Maritime Council

Summary

Question: What global trends are you monitoring? Impacts to BC's economy?



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s.13

s.13

- Wants to bring attention to the intersectional gender impact
- Everything we're doing should have this lens on it

s.13

- Increase in the precarity of work – on-call, gig economy, etc.
- Automation and tech changes are having impacts on labour

s.13

- s.13
- Industry is a driving force in the economy of BC
- Environment and climate change are the key trends
- s.13
dome and wildfires in Lytton

Points to recent heat

s.13

- s.13
-
-
- Workers are nervous about their privacy due to security concerns –s.13
s.13
- Points to examples in Alberta where the price of s.13 had increased after privatization. Warns of price increases if BC continues to pursue privatization of s.13

s.13

s.13

- Global trends – environmental issues. Members are at risk at losing or having to leave their homes as the climate crisis hits our front doors. There's now more buy-in from communities that were traditionally opposed to climate change.



- Care economy – new recognition by business leaders on importance of childcare, health care. Growing need and crisis in home supports – typically lower wage, more challenging to find workers come in to. Aging population wants to stay in their homes, there's a growing demand for this type of support. Harder to hire for these roles. Roles likely filled by women and racialized people. Work shortages are clear across the world, there needs to be more support in these industries to bring women back into the workforce.
- Threat of the gig economy. Eroding multiple sectors. High tech companies finding very unique ways to digitize every sector that workers are in. Erosion of employment rights. Erosion of access to Worksafe as workers are not eligible to participate in. Eroding small businesses and tax revenue as these tech giants reside from outside of BC.

s.13

s.13

- Amazon has a lot of real estate in this province – would be curious to see how much Amazon is paying in taxes

s.13

- Poorer nations – are gutting social, environmental and governance agendas, impacts to Indigenous reconciliation. BC is also at risk of this as well
- Concerns around inflation due to supply chain issues, pent up demand, government stimulus. Please don't pull back on government stimulus too early – this will prolong the recovery

s.13

s.13

- Global trends – lots of concerns about mental health, lack of social contact is contributing. s.13
s.13 A strong public sector attracts investment to the
province – s.13 Attractive for workers and businesses.

s.13

- Global trend – automation and AI, automation of terminals by large companies looks positive by the government due to green goals, however the workers' jobs are lost
- Innovation does away with workers' jobs

s.13

s.13



- Both support comments on precarity of work concerns (gig economy missing from worker protections)

Question: What should be the key missions and priorities for the Economic Plan?

s.13

- Childcare will be crucial to the recovery
- Address the reality of what happens when people move between jobs – how to support.
- How can we make sure the economy is working for everyone?
- Calls for an easier process to join unions

s.13

- Need help on childcare, it's still too expensive for everyone – especially single parents and workers with bad jobs.

s.13

- Put our social problems at the centre of our economy – how can sectors solve the problems? Every generation believes they're being innovative. There's an opportunity for every sector to become a little more tech savvy/innovative. Infuse traditional sectors with technology and innovation.
- Works with parents of children in grades 8-10, generations are coming up with natural talents that are missing in the economy because families are being driven towards careers that earn more. Advocates for a families-centred approach. Get everyone focused around this problem. Most parents are unaware of the range of work opportunities available. More economic stability with the families-centred approach as people are not chasing the money – recipe for disaster

s.13

s.13

- Climate change and wildfires – desperately need to take stronger action in getting people to move to other sources of electricity. More EV stations – too little stops across BC and they are always full.

s.13

– racialized workers are highly undervalued. Government has tremendous leverage to make change here. These are decent, family supporting jobs. Privatization (house keeping and dietary services, senior care) is causing structural discrimination. Work is done on contracted support workers – need to address this inequity.

s.13





- Retrofit proposal for BC. BC not on track to meet 2030 targets. s.13 on EVs. Other issue is with emissions from buildings. Most of retrofit money is not taken. More than half of the money provided through retrofit stimulus goes to people who can afford it already. Older homes have the emissions problems. s.13

s.13 For every \$1 invested into retrofits, government revenue increased by \$3.

- The work could go to marginalized people impacted by the pandemic. These are careers that could be started – s.13 available to Indigenous people, women, people with disabilities. Only government can do it. Private sector has been reluctant. Invites Minister to have further discussion.

s.13

- A healthy worker is a productive worker.s.13
- s.13
- Wants to see government continue investments into public health infrastructure.

s.13

- Foreign credentialling is a racist practice – need to recognize foreign credentials. Rethink criteria for admissions into post-secondary. Are GPAs the most important factor? Look at ambulance services – really hard to find people to work in this sector. Are their opportunities to provide free tuition for jobs that are needed across the province – especially rural and remote.
- Can we provide free tuition and access to education to people who cannot afford it and those impacted by the pandemic?
- Put contracting framework agreements into every sector.
- *(MRK added comments around the federal immigration plan and the importance of credential recognition)*

s.13

- Low skill, low wage workers were celebrated as heros, now not so much the case. Hard for workers to experience this.
- Temporary foreign workers are being used because employers do not want to pay good wages. If TFW are used, a pathway to citizenship needs to be in place.
- Provide greater access to joining a union – can keep employers accountable
- Need to hold higher accountability around wages

s.13

- Need a Canada-wide clean energy grid. Will be needed with the transition to EVs and increased electricity usage

s.13

- Supports comments on childcare, s.13
- s.13 All sorts of regulations on childcare need to be re-examined.



- s.13 Training is a huge issue.
s.13 – calls on this to be expanded to other industries.
- s.13 as a way to address precarious work situations like the gig economy.

s.13

- What is the role of government moving forward? Enabling role with public investment? Or an innovation role that measures the economic inputs of public service – we create the infrastructure that private sector uses to earn. As a result of benefiting from public infrastructure, what will private sector bring back to the people who built/paid for this?
- How will these goals and outcomes be made concrete in this Economic Plan? What are the tools to achieve the specific outcomes? We want to see a plan that is truly equitable – especially those that have been so impacted.
- Opportunity to remind people about creating a new normal. The old normal didn't work for so many people.

s.13

- Ensure we have an inclusive definition of families
- Private for-profit childcare is a disaster waiting to happen – saw what happened with health care in the past. Any further investments into childcare need to be publicly operated centres.
- Intentional work needed around workers with disabilities – great work underway with accessibility legislation
- Any plan must be worker centred. If there's money to businesses, programs for businesses – there must be ties to workers. Money often gets put out the door (bailouts) to businesses but there's nothing for the workers (calls for further protections) – without workers, the economy is nothing.

s.13

- Misclassification of workers – leads to issues for workers, no WCB, unemployment insurance, CPP provisions, ability to unionize. Government isn't getting tax on these workers either – social programs suffer.
- Supports compulsory trades
- Card check program/initiative (sp?) – the supreme court upheld right to join a union has so many hurdles, these hurdles need to be addressed
- Government support for businesses needs to be tied to worker recovery



Summary – Rural Communities

s.13

July 15, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Lisa Beare, Minister of Citizens' Services
- Roly Russell, Parliamentary Secretary for Rural Development
- Susan Stanford, Assistant Deputy Minister, Citizens' Services
- Scott Andrews, Ministerial Advisor, Forests, Lands, Natural Resource Operations & Rural Development
- Kassandra Lawal, A/Senior Ministerial Advisor, Citizens' Services
- Howard Randell, Executive Director, Citizens' Services
- Samantha Scott, Ministerial Advisor, Citizens' Services

External:

- John Reed, Executive Director, Shuswap Economic Development Society
- Kim Martinsen, General Manager, Nadina Community Futures
- Joel McKay, Executive Director, Northern Development Initiative Trust
- Dr. Greg Halseth, Co-Director and Canada Research Chair in Rural and Small Town Studies, University of Northern BC Community Development Institute
- Dr. Alan Ruddiman – Director, champion for rural health, and an advocate / influencer, Institute for Health System, Transformation & Sustainability
- Edward Staples, President, BC Rural Health Network
- Dr. Sarah Breen, Regional Innovation Chair TBD, Columbia Basin Rural Development Institute (Selkirk College)
- Jeremy Stone, Director, Simon Fraser University Community Economic Development Program
- Andrea Wilkey, Executive Director, Community Futures Central Kootenay
- Paul Wiest, Business and Economic Development Consultant, Economic Trust of the Southern Interior
- Line Robert, CEO, Island Coastal Economic Trust
- Ken Veldman, VP, Public Affairs & Sustainability, Prince Rupert Port Authority
- Rhona Martin, Director, Columbia Shuswap Regional District



Summary

Question 1: Global Trends and ESG

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- Burn out in the health care workers. They're showing up to do the work during the pandemic but when it's done they'll take leave, sabbaticals, retire early or switch into other fields due to PTSD so we'll see a broad shortage of health care workers. We may see a shortage globally of skilled healthcare professionals. Need to retain and support.
- Internationally governments and regions are looking to "rural proof" their policy, and build this in rather than just apply a rural lens.
 - Trend of digital nomads, depopulation of urban cities into rural areas – how do we put in resources for telecommunications, internet to address the major divide between urban and rural communities, and especially Indigenous communities
 - Lots of resource extraction and income coming from in these communities but not always a lot invested back into these communities.
- Water and food security issues.
- Risk of wildfires which is happening globally related to climate – becoming new lived experience. Pressure on community's capital but also human resources and threatening rich culture, tourism, way of life. Tourism in jeopardy due to climate change fires means the income base will erode.
 - Note that even seasonal tourism jobs are important, people rely on those seasonal tourism jobs to support them all year.

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- Small/rural economies in a state of soul searching as impacts of climate change occur (fires, pine beetles), mills closing etc. When communities lose their major employer or suffer from fires/floods, how we make our communities resilient enough to survive?
 - Governments around the world focusing on business supports or infrastructure – those are easy projects but we're not seeing enough planning.
 - After mill closure, communities need supports to plan and create more future-proof opportunities for resiliency. Consider what really is the future of our economies. Money in infrastructure not going to help without thorough planning.
 - What are our diversification opportunities? Need to create lots of smaller opportunities so future proofed against disturbances?



- Don't throw money at infrastructure without planning. Same with money being given to businesses but not enough to communities to manage recovery and steer resilience. More money is needed for communities to do their own planning.

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- Global trends translated into principles:
 1. Successful economic development considers social, environmental, economic all interwoven and needs cross-governmental collaboration
 2. New economy is fast, changing, can pivot quickly – need to build for flexibility and adaptability, plan for this not for a pathway.
 3. Capital can be anywhere and will relocate at moment's notice e.g. with forestry in US – focus on places and equip those places to be competitive in that kind of global environment. Shift government policy to place-based policies like in the EU.
 4. Attention to competitiveness not just global, but also provincial and regional/local. Enact supportive mechanisms for regional and interprovincial trade (goods, information, services).
 5. Need for foundation of responsiveness around regional dialogue tables. Don't invest if you don't know where you're going to go. Need rapid response teams to assist communities in leverages opportunities and investments – ex. Kitimat investment 5 years ago needed more support.
- Economic development moves forward when it respects people, cultures, communities and the environment – some projects are a disaster when they don't do this.
- Guide a new vision: reimagine our community and natural assets so we can create new competitive advantage in global economy.
 - Create higher value wood products (or essential oils like in Nelson), harvest smaller number of trees, employ more people and create better competitive advantage rather than competing with lower value products and more competition (Indonesia, US, Brazil etc.).

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- Cannabis sector – global trend of legalization and social acceptance. This sector could really support economic recovery. It's been a key sector in rural BC for decades, we have generations of knowledge and we should support them better to transition to legal economy.

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- Keep jobs and wealth in region, support marginalized groups in employment

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- Echo everyone else's points and s.13



- Inflation – possible correction in equities market, debt servicing, exacerbating further impact.
- Relationship with china and our trade relationship – how will that play out in future years and investments in BC?
- Ongoing automation. Our economies here still focused on good production in the north - natural resources still backbone of economy - and will be for another generation or so, but automation is happening. Its causing existential crisis in some communities here. Need to transition away from job generation and look more holistically at more sustainable communities with better human outcomes. Not just a goal to grow communities but improve communities with graduation rates, less deaths, better health and jobs , more resiliency etc.
 - Think ahead, planning and responding.
- Housing and connectivity also priorities – they have become top economic barriers to jobs and investment.

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- Indigenous communities: Micro trend in region of higher births
- Remote work trend – started before pandemic. Region already invested in innovation and remote work.
- Foster greater inclusion and participation of Indigenous workers in community and remote work provides this opportunity. We really need to rethink the way that institutions and businesses are structured.
- Diversifying rural community economies. Workforce to be more than just resources communities. Have trouble attracting workers if their spouses can't find work. they need to be holistic, entire economies. Remote work helps with this.
 - What about government – why do all public servants need to be in Victoria/Vancouver? Deploying government hubs/teams across the province physically and HR perspectives would help.
 - The addition of a few gov jobs in small communities would have a serious impact in those small communities.
 - Many indigenous youth don't want to move far from home, they would benefit from well-paying jobs close to home, and try could integrate more into government with WFH options. This would give more rural perspectives as well and integrate these perspectives in government rather than just through stakeholder engagements. Likely very little economic impact on Victoria
 - Likely very little economic impact on Victoria.

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no opportunity for Indigenous governments to make decisions that are up to municipal governments. Need pathways for Indigenous governance so they can take ownership and move their economies forward.

s.13

- Fast paced innovation happening requires connectivity in rural areas.



- Data becoming prerequisite for businesses. Businesses need more connectivity and data.
- Agree with a lot s.13

s.13

- Impact on affordable housing solutions exasperated by migration of people from urban to rural communities. Need more solutions, like incubator models maybe zoning relaxation for tiny homes. Need to allow people to get into the community to help grow the communities. Then they can grow equity, move up and the next group can move in. Opportunity to redefine or reclassify affordable housing solutions.

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- Building ons.13
- Large consultation last year with economic development stakeholders in region – have presentation can share with data.
- Echo others' comments

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- support local gov working in partnership with Indigenous governments. Seeing good results from joint ec dev projects. On global scale – coming to reckoning in relationship with Indigenous peoples – Canada can be a leader in this realm and BC could become a model to be based on. Need some ground level activities, not just top down
- Trend of small manufacturing. If you add it up, it's big. Lots of 2-10 employee companies but number of companies growing. Challenge their facing is supply chain – more work to be done to identify where we can onshore some of these activities, especially if there are common areas.

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- How fast we're seeing markets and product demand transition on global basis. Geopolitical element, technological change and climate change / climate change policy. Driving a lot of product diversification – it's opportunity but also threat. Diversification is not a nice to have, it's becoming a necessity, just because market is demanding new products so quickly.
- Climate change and policy – impacts on natural environment and global economy. Business product diversification. Market demands new products.
- Exports are so important to BC's economy – support a lot of sectors, employment, wealth generation, government revenues in BC. In BC, often synonymous with natural resources and sometimes we vilify it when it's actually still a strength. Ability for those industries to transition their markets and products is going to be fundamental to BC's economy. Leaning back into our strengths is a very good economic strategy. Seeing a lot of diversification at the regional level if not so visible within communities. Rural economies, largely natural resources based, are actually driving economic recovery for the province.
- Importance of proactive, regional, integrated planning. *"The less reactive we can be, the more effective we'll be."*



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- Healthcare, rural education and environment are main priorities.
- Carbon neutral economy – important for us to reduce reliance on fossil fuels and move to sustainable clean energy technologies like wind, solar, tidal, hydro.
- Ability for individuals to before sources of electric energy. s.22

s.22

- Emerging from pandemic but concerns globally seeing a resurgence of COVID-19 due to unvaccinated populations that will result in COVID fatigue and variants.
- Global warming, food security

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- Echo others' comments.
- Global trends: rapid change. People pushed out to rural areas – if can be pushed to rural places they can be pushed from rural places, e.g. wildfire smoke, lack of adequate internet. Need to stop looking for another stable long term basket in which to place all our eggs. Need to diversify.
 - Transitioning from natural resources to tourism didn't go well in crash. There's risk of transitioning fully to remote workers too. Serious need for place-based program, adapt to whatever situation or transition pops up.
 - Putting money into infrastructure right now – trend for money for “stuff” – bus, building – but never money for long term operation and maintenance of that stuff. Astronomical burden on human resources leading to burnout.
 - As part of recovery plan, dealing with all of this change, allowing money to be flexible and place specific – allow communities to determine what they need and it might not be more stuff to manage by the one person charged with it but more resources to manage what they have.

- Rural proofing and rural lenses – s.13

s.13

If public service was more spread out outside Victoria wouldn't need to apply the lens after, it would be integrated.

- Framing rural communities as needing to strive to catch up to rural areas is an error – they have lots to bring to table, goal is not to grow them to become cities.

Question 2: What should be the key missions and priorities for the Economic Plan?

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- Innovation in changing *how* we do things, and less the *what*. We have very siloed system built at time that's no longer relevant. Make it more lateral, integrated, change the systemic structures that aren't working.



- Often economic plans focus on “key traditional economic principles” and leaves things like housing, childcare, social services, transit to take care of themselves, but they won’t. Absolutely needs to be part of the plan. These programs grow every day. Housing affordability a huge issue.

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- Barriers to economic development is lack of equitable educational opportunities – limited in rural communities. Without these opportunities, the vast percentage of the population will not be well-served.
 - Rural communities can be better served if they are engaged and consulted in the process about what the training and education needs are in their communities. Decentralized education systems for rural BC.

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s.13 Today’s natural resource industry not the same as yesterday’s or the future but still key strength for BC.

- Provincial government perspective – a lot of reliance on private sector investment so make sure BC plan focuses on unlocking private sector investment to help communities.
- Regional planning and addressing the impact that growth can have on social side.

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- Planning needs to balance top-down and bottom-up. s.13 to support communities to do projects and planning – try some out of the box, innovative projects.
- Innovation – concerned about idea that innovation is all technology. It also happens in dialogue, collaboration, we need a “own the podium” (Olympics) program for our businesses to be more competitive.

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- Building scalability and sustainable communities. Come up with grassroots, engaging communication strategies so the communities can advocate for the plans. Benchmarking where we are now and where we want to go.
- Benchmarking telecommunications. Here’s where we are, here’s where we want to go.

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- Rapid changing innovation around the world and access to that.
- Concerns about the environment and how that affects us all and the economy.

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- Echo s.13 point s.13 first point.





- Tech and innovation – historically BC focused on big unicorn tech companies in urban centres. We need to focus policies supports on smaller opportunities as they arise in small communities.
- Use the tech we develop to transform our natural resources for example. Innovation happens in the communities where these resource operations are taking place.
- Recognition that as we innovation in those communities, we lose jobs in the rural communities.
- Indigenous youth is a growing demographic, opportunity for workforce solutions but those solutions will need to be located in their communities where they want to live and work.

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- Connectivity
- Housing
- Transportation
- Government is not in this alone – we’re here to support you. Don’t be afraid as we raise things and challenge you to go in new directions to raise things with us and challenge us as well. Together we’ll solve the short and long term problems.

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- Transportation – with increase of people moving to rural BC and increase of online shopping – reach challenge to move people and goods around rural BC – ride-hailing, public transit, airports.
- Cannabis supports – s.13

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- Rural Dividend funding – that program was fantastic to implement regional economic development initiatives.

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- Economic plan could contain a huge amount of minutia.
- People are innovative and labour needs to alert workforce to changing world. Imperative for labour force development through education. Expansion and support for education.
- Support for healthy moms, births, childcare, preschool and elementary education onto secondary and post secondary. If we mobilize that in 24 years we’ll have a very innovative economy to compete in global world.
- Cross government investment in community development platforms for innovation and responsiveness. Physical infrastructure and new-style like intent, social infrastructure, community infrastructure.
- Provincial support strategies for small firms to export, expand food network in province and bring coordination to tourism.

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- s.13 about education – WorkBC and others pay for a lot of types of education but won't fund economic development certificates which could really help community development, filling good jobs etc. Won't pay for people to manage economy locally.
- Education – economic development certificates not usually funded and could really help community development, filling good jobs etc
- Planning dollars essential for economic resilience and diversification (big and small).
- Social enterprise critical to community outcomes on this. Province could centre this within plan. Not just tiny ones. Read [Shaun Loney](#) on solving social issues.
- Be bold about pilot programs – need more innovation in that way. We could learn so much from trying new ideas.



Summary – Mix and Match Session 8

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July 15, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Allen Eaves, CEO, STEMCELL Technologies (JERI)
- Heather O'Hara, ED, BC Association of Farmers' Market (JERI)
- Jody Paterson, Executive Director, Board Voice Society (SDPR)
- Louise Pederson, Outdoor Recreation Council of BC (JERI)
- Derek Patterson, VP, Technical Safety BC (AG)
- Juggy Sihota-Chahil, VP - Consumer Health, TELUS
- Jeremy Dunn, General Manager, BC Dairy Association (AFF)
- Fiona Dalton, President & CEO, Providence Health Care

Summary

Question 1: Global Trends and ESG

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- Trends: Green the economy. How will the technologies s.13 innovate to mitigate the impacts of climate change s.13
s.13 Increase of wildfire and floods. s.13
s.13
- Trends: Working with municipalities at future development. How can we create green options for buildings (heat pumps) and reduce carbon footprint?
- s.13



- Trend: Diversity in the workforce. More than hiring but giving genuine opportunities to people who come from different backgrounds. Many trades workplaces (typically white males) are sometimes not welcoming to women. Encouraging Indigenous communities to produce their own skilled individuals so they can interact with their community in a way that is more meaningful to them.

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As climate change

happens and food security suffers. Need to think of BC as a food source as other jurisdictions battle impacts of climate change (California wildfires, drought, etc).

- Farmers good stewards of the land in BC.
- Value-add manufacturing. The food sector cares about this too.
- Localizing the economies – COVID brought increased awareness of supporting local businesses and the local economy. How to we balance the global economy with the local economy?
- Equity, justice and decolonization – Encourage the participation of people with disabilities, immigrants, newcomers. s.13 Would like to see more opportunities for their members to broaden their reach with Indigenous communities and others.
- Tiering markets with a bigger picture.

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on greater adoption of supporting local across BC. People

see it as essential, to have healthy nutritious food system.

- A business environment for their food processors to be successful is needed, including affordability for the people that work in our communities. s.13
- Create opportunities for family farms to be passed forward to future generations. Lower mainland costs of agricultural land are challenging. s.13

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- Trends: Health care and med-tech – world has realized how important these areas are. s.13 Says BC is well positioned here.



- Social and climate justice – “None of use are safe until all of us are safe.” How we as BC lead on this is a real opportunity.
- We have an economy with a mix of rural and urban environments. Some best practices to be expanded upon.
- International competition for talent – Vancouver and BC are in a good place overall. Say “here is the best place for people to bring their investment and talent”

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- “ESG values are essential for businesses to also embrace and institutionalize in their operating structure.”
- Diversity and inclusiveness are values where BC needs to get ahead of the trend. People are being left behind are being more pronounced. Those who are getting exposed to the virus, health issues and inequality are becoming more prominent.

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“If we’re not all connected and have access, the divides will get wider.” The issue requires investment from public and private sectors.

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health care, mobile health clinics, digitization.

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Ensuring everyone can eat in a healthy way across the globe.

s.13

- Health care is the biggest industry in the world. s.13
s.13 Everyone is getting older, wealthier and wants to live forever and wants to spend money to improve their health. This is a growing industry.
- Understands that we cannot turn healthcare into a business in Canada. However, wealthy people are going to the US for care. s.13
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- BC is like a small country. We’re not unlike many other countries. Similar to Ireland with 4.9M. They have a huge pharmaceutical industry, training people from across the world. Huge opportunity. Denmark has capitalized on insulin, LEGO, agricultural. What is Singapore doing that we could be doing? Points to examples in Finland, Norway. These jurisdictions are approaching their economies by themselves. They are thinking by themselves and not relying on another government. s.13



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- Reconciliation: How do we actually do something with reconciliation? We really care but where is the actual action?

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s.13 They actually support people who are the next generation of workers. *“Social services are foundationally essential to the functioning of our society.”*

- Nobody was ready for when social services went down during the pandemic (childcare).
- Social services need consistency. Social issues are increasing – domestic violence, brain injuries, opioid crisis grinds on and on. These are affecting BC’s productivity. Social services need to be solid to address these needs.
- Why are 400,000 people with disabilities who want to work but unable to work.
- Supports this meeting format and approach to the economic plan. Similar to ‘hackathons’ that universities do, bring issues to these groups, bring people from diverse backgrounds to solve programs.

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- Thank you for making the bold decision to hire on Professor Mazzucato. So pleased to hear this. The problems we are dealing with are huge and we need a new way to deal with them.

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- s.13 One of the only ways we could stay sane and connect with the community safely over the last year and a half. Big increase to the economy s.13

- The US has a good handle on the s.13 ‘ It’s a very large and growing economy but BC doesn’t have a concept on how to support it.



- Can bring equity and health benefits as s.13

Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage?

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- One solution might not work across the entire province as it's so diverse. It will need to be a place-based, localized solution.

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- No one size fits all. In government there's a tendency to assume you know how to do everything. Need to turn to people in the province and ask them to help you solve the problems. Put the problems on the table.
- Housing affordability is critical – Doesn't have to be home ownership but people need to be able to afford to live.

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- If we had a better transit system which allowed people to move around a wider space, they could access lower cost homes and would allow shifts of jobs and employment opportunities.
- Need to turn s.13 into a major industrialized hub.
- Old growth forests are an attraction for the province and add to the quality of life.

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- Health: Need to take care of the health of our communities. We don't know what the direct and indirect impacts of COVID will be longer term. We're still in the pandemic but what is going to happen down the road? There's a need to forecast and anticipate impacts.
- Young Adults: Impacted by COVID, job market impacts, isolation impacts – increases in panic and anxiety disorders. These will be our next leaders so how can we better support young adults? Focus in on this group.
- Community: Promoting and making it easy for people to increase their own civic participation. Lots of silos in communities – rural/urban, separation of newcomer groups. Important to learn from what COVID has taught us. Leadership can come from many different areas. Downtown vibrancy could be a con of remote work.
- Arts: Society benefits from investments in the arts. Driving the right centres of excellence.
- Building and investing into centres of excellence for technology and innovation. Become the centre of excellence on this front for the country.

s.13





- Invest to keep intellectual resources here. We have people like Microsoft and Amazon coming already. We need incubation spaces in s.13 to create these linkages. And how do we make this work for all of BC? Technology allows us to let people live in s.13 yet still be connected to major innovation incubators in s.13
- How do we integrate Indigenous reconciliation? “For every action of this plan, there needs to be an Indigenous lens on it.” Creating a culturally safe province for everyone.

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- Lean into BC’s advantages as a place to live in, work in and visit in. Maintain our natural environment.
- Promote our diversity. We can improve upon it but already is a place celebrated around the world. Celebrate what we have already.
- Affordability ensures we can be a competitive jurisdiction for the talent raised here but also to attract businesses.
- “Don’t leave rural BC behind.” It’s going to give you less return on investment with fewer people and they’re dispersed out. Need connectivity across the province. The connectivity issue has really shown itself during the pandemic. If people are not connected, they will be left behind.

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- “Have the most inclusive economy in the world.” Inclusive economy, it would create a catalyst of things to come.
- How do we include rural BC in the economy – technology/broadband. Urban centres have a lot to learn from rural BC as well.
- Supporting people of all backgrounds in participating in the economy. They have ideas for the future.
- Indigenous reconciliation, we have supporting the youth,
- Social economic poverty, they have solutions we need to hear and bring them to the table
- We need to prioritize food. It’s a preventative health strategy. A lot of this is achievable with access to good quality food.

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- How can we minimize unnecessary regulations and barriers to innovation? Contractors may have to work with 8 different municipalities with various permitting requirements which slows the process down and increases housing costs.
- Need more flexible oversight with adaptable models to various industries and business types.

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- s.13 We really have to look at the cost benefit on this on a longer term basis? Are we really protecting the individual or is it too restrictive?
- Lots of advantages in the province –s.13 How can newcomers come to BC and create actual opportunities for BC through entrepreneurship?
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Summary – Business Council of British Columbia Executive Committee

s.13

July 15, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Greg D'Avignon, President & CEO, Business Council of BC
- Jeff Zweig (Chair), President & CEO, Business Council of BC Chair
Mosaic Forest Management
- Ken Peacock, SVP & Chief Economist, Business Council of BC
- Cheryl Muir, SVP, Public Affairs & Communications, Business Council of BC
- David Labistour, Board Member, Artizia
- David Podmore, Chairman and Co-Founder, Concert Properties Ltd.
- Kathy Butler, Managing Director and Head BC, CIBC Capital Markets
- Mark Blamey, President, Kerr Wood Leidal
- Susan Yurkovich, President and Chief Executive Officer, Council of Forest Industries
- Susannah Pierce, Country Chair, Shell Canada
- Walter Pela, Managing Partner, Greater Vancouver Area, KPMG
- Launi Skinner, President & CEO, First West Credit Union
- Lisa Sparrow, President & CEO, Corix Group
- Carling Dick, Account Director, Earnscliffe B.C. Inc.

Summary

Question 1: Global Trends and ESG

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- We can get to a thriving economy and are thrilled with the recovery that's taken place so far, a credit to you and whole provincial government for managing through the health crisis and



economic crisis that came with it. The economic plan you're leading now could not be timelier. We can all get behind the vision of the clean, inclusive, innovative, sustainable plan.

- Raising alarm about lagging prosperity recovery notwithstanding. This issue predates pandemic and got worse during it. GDP per capita is low in BC and Canada. Our children may be less well off than their parents. Economic plan needs to improve this.

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- s.13 there isn't a person on this call who doesn't believe in BC's advantages – people and natural resources. Economic diversity that has weathered the storm and shielded BC from a lot of globally weakening economies. We are also geographically blessed with natural resources and closeness to other marketplaces.
- Uniquely positioned to be recipient of hundreds of trillions of ESG capital that has so much beneficial impact (drives inclusiveness, sustainability, talent and workforce).
- Some areas have become worrisome – loss of employment, anemic economic growth. LNG and construction investments saved our growth rate. We were net negative growth compared to inflation (.7%)
- We've got amazing tech start-ups, innovators, investors but have learned you can live and work anywhere. Many companies have been scaling in last few years with global talent who don't live in BC. How can we retain business here.
- Where is medium term growth going to come from? Bump of global demand and pend up spending. Net worth gone up 20% in Canada in part due to real estate but after gets soft and concerning – core inflation. Canada is high cost jurisdiction – rest of world is becoming more protective.
- Global recovery started in September 2020; we think its going to keep going over 18-24 months. Debt, aging population – where is growth going to come from when the rest of the world is also focused on a more sustainable, diverse economy?
- We've been growing due to new people coming in the market through immigration but we aren't replacing people at a younger age.
 - We bring in skilled workers with great skills and we down skill them due to lack of local credentials, and we bring in older workers who need supports.
 - Immigrants also often end up in metro Vancouver
- Our productivity per capita has dropped.
- Due to aging population and higher healthcare costs, high debts, we need to grow productivity per capita to service this more inclusive economy and raise wages, address medium term growth.

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- Attracting and retaining talent. Keeping smart leaders in the province. Ensuring we're not losing people to other jurisdictions and Canada and around the world

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- s.13 deck points to opportunities in BC.
- As I know you're talking with Professor Mazzucato, we must not lose sight of everything that is integrated today which is quite complex. Its not private vs public, profit vs social etc. It all gets to be integrated together to be successful. I'm concerned it's them or us and that there's still friction between government and business which we need to get away from. Gov well set to understand the future and paint a vivid imagine of why we need to do something. What do we need to do to meet the challenges of the future.
 - Example – compulsory trades – gov saying how to do things but why? Why not let business work towards objectives. Need integration between business and government.
- s.13 . And that the only way to get through is to continue all working together.

David Podmore, Concert Properties Ltd.

- Very concerned gov is taking on too much. Gov announced commitments to 14 regional hospitals plus St. Paul's, New Westminster and Burnaby, and patella bridge plus a number of large industrial projects. s.13

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- Work with us in the development industry.
 - Wield your power with municipalities to get them in line.
- Don't underestimate shortage of labour issues.
- s.13 We have more capital than ever to invest, including significant pension capital
s.13 Could be part of a solution.

Susan Yurkovich, Council of Forest Industries

- Natural resources can play a key role in recovery, particularly low carbon alternatives compared to around the world. Ready ourselves to take advantage of that opportunity. We're good at development those resources here and we have a clean energy hydro system here including Site C .





- This is a difficult place to operate in though. Competition is even tougher in a post pandemic world since capital is mobile. Risk is everywhere but we need to have a province where people have some comfort that they can earn a reasonable return if they invest here in the province. We would provide jobs here in the province through all those industries.
- We have a stringent regulatory environment here as we should but there also should be reasonable, understandable and stability and predictability around access to land and resources. That's a main challenge for natural resource sector – lack of predictability. We hear that from market and customers and questions about our ability to supply. Need to capitalise on this opportunity or others will.

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s.13 We should be proud of what we do here well and not be so humble.

Strive to continue to do better too.

- Worry about mid-term capital investment.
- Indigenous inclusion.

s.13

- Getting to a final investment decision on an energy project is like getting to the moon, building it is like getting back. Need a very collaborative space.

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- Regulatory systems – good policies taking us to the right place but need ecosystem approach.
- Labour a problem. Need competitive and productive labour. How do we make this work in project formation and then stay competitive in operation stage?
- Cost and contractor management for construction to be competitive. Everyone else in the world competing with us too. Build and operate it.
- Either need to be competitive with neighbours or join up with neighbours and build across the border. Corridor opportunities to scale cross-boarder.
- Business can help show government what we need – works both ways.

s.13 The drivers of innovation and low carbon solution that government has committed itself too. Industry all in but two key elements – how can we transition in a way that is cost competitive to get emissions down and meet market demand. Regulatory system has sand in it's gears. Certainty around what to do and how and keep going, instead of keep changing our minds. Conflicting targets on environment across jurisdictions which makes it hard for business to sort through. Provincial leadership, consistency and clarity on outcomes looking for is key.

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- We hear these themes discussed today from our clients as well: talent and investment and capital. Attracting as well as retaining talent, investment and capital.



- Great opportunities from the disruption COVID has caused and highlighted how mobile we are in the digital world. *"We went from no unicorns to a ranch of unicorns – how do we get them to stay here?"*
- Consider high tax rates preventing high value jobs from coming here. Corporate taxation and regulation here needs to be minimized.
- Housing issue and land use policy which goes beyond residential – also industrial land shortage.

s.13

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- Global world now we know we can work from home. Great that we can hire globally but also increases competition and we could lose our talent to worldwide companies without having to move. Need to be competitive in what we can offer our staff. Opportunity and risk.
- Innovation to get to net zero – we don't need to invent everything in BC. Most common form of innovation is to reconfigure solutions that already exists from other parts of the world that we could apply here. Capital needs to be invested here and we need to make BC attractive for others to invest here too.
- Streamlining licensing agreement and onboard hardware and speciality labour solutions to get projects on the ground quickly.

s.13

- Continue to support tech sector is critical
- Healthy living consumer products including non-meat food options, fashion retail (like Aritzia and Lululemon) etc. are growth industries. Continue to support those industries with talent, skills development, retraining, etc.
- Venture capital community and ensure they are supported. Province did great job ensuring venture capital funds got funded, now ensure there's capital going into those companies, creates follow-on effect of capital.

s.13

- People and capital are key two things. Recognize undeniable choice about where resources flow. These issues were there before covid and are exasperated now. Wages low here, taxes really high, cost of housing high. How do they all fit? It still somehow works because BC is such a great place some people are still here.
- Now in a digital age, resources can move where they want remotely. The same is true for capital.
- Government needs to understand what we are good at, and what others are better at.
- Need certainty and not constantly changing regulations.



- Not sure I see growth encouraged in policy. s.13
s.13 It seems like we're not aligned from top to bottom.
We should work together to make real progress.
- Labour issue is really huge right now with wage competition, turnover etc. money is there for good investments.

Question 2: What should be the key missions and priorities for the Economic Plan?

s.13

- Clear process that we can bank on is key. Easy to say and hard to do but critically important. Including around meeting the goals of UNDRIP.
- Spirit of the document to welcome business, it's a public relations piece. "BC is open for business; welcome business and we want investment." Welcome big, medium and small businesses for a diversity of opportunities to form our economy. That might seem obvious, but government in particular needs to share that message. Needs to be said aloud. Big, medium and small businesses all need to feel welcome. We should also celebrate when people do well and grow their businesses.

s.13

- Many of our big forest companies started as small family businesses and are now some of largest in the world and most sustainable. Every business starts small. Small tech companies are going to thrive and more small ones will come in.
- Government can do a lot by being a big procurement vehicle for the first purchase from local companies. All other buyers want to see first sale.

s.13

- Just as importance as what's on the page of the plan is how it's sold. No one operates in isolation. It can't just sound like economic growth – growth sells things, services, benefits that everyone can value from. Need to share and sell that message to everyone.
 - For example, how we roll out vaccination programs – it matters how we do this.

s.13

- Timing – some things have a sense of urgency – need to think of the business we have today and what they need to be sustainable and grow. Also need to consider businesses today will be much different in 10-15 years s.13
What do we do today to grow those businesses for the future. Make those initial investments.

s.13



s.13

s.13

- Net zero, inclusion and diversity, sustainability is important. Ensure BC remains a good place to live. Need integrated plan to achieve these outcomes
- Predictable, welcoming framework that defines what the long term objectives are. Predictable roadmap on how to get to new places.
- Streamline legislation to be simpler to meet those goals.
- Accentuate what we're going to do vs. not going to do. Enable business to get there and not put up bureaucratic hurdles to get there.

s.13

- You'll get external advice around what governments are doing around the world which is good. We are an economy that relies on ability to compete globally – the public is not always aware of how much we depend on exporting goods and services. There will be political pressure to acknowledge and support local small business. Don't ignore opportunity to help educate public about being globally competitive. People need to really understand how competitive/attractive BC is, relative to others.
- Role of government in how we set the economic success conditions: competing visions around where we place the cursor in gov intervention to assist sectors in being successful and step out of the way when needed. Government and business can partner.
- The more interventionist government is, the greater the chance there will be distortions. Be very measured and considered in the plan in gov intervening in markets – prosperity is a combination of creating conditions for business to grow and getting out of the way so they can do so. Very challenging for government to actually be the manufacturer of that growth. Government isn't necessarily better than business at creating wealth and prosperity. Limits do exist.

s.13

- Social cohesion - how to lift up people and communities. Unprecedented technology keeps doubling and pressures government to spend. BC had huge uptake in CERB and other funding. Free money causes inflation. How we create the wealth to give resources to pay down the debt but also have revenue to meet social cohesion demands. Childcare and resources. Direct pieces.
- Everyone is in the technology sector no matter what industry in. Foundations of the digital future, double down like we did on quantum. We're one of the top 5 places in the world to do it. Government should be one of the first digital regulators and advertise it.

s.13

- Incentivize people to be here. Don't need to always create technology here, just adopt it.





- Double down on natural resources, transportation, construction – we’ll be dependent on this money now and for awhile and it’s what will get us to cleaner solutions. Focus on an export industry of low carbon content like carbon offsets, carbon and trading. Products will need to be validated.
- Met Mariana Mazzucato several times and she’s great but used to working at state level, less at sub-state provincial level. We don’t have the same levers for her here as Italy or Australia.



Summary – Urban Mayors

s.13

July 16, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Josie Osborne, Minister of Municipal Affairs

External:

- Mayor Malcolm Brodie, City of Richmond
- Mayor Lisa Helps, City of Victoria
- Mayor Colin Basran, City of Kelowna
- Mayor Kennedy Stewart, City of Vancouver
- Mayor Mike Hurley, City of Burnaby
- Mayor Fred Haynes, City of Saanich
- Mayor Lyn Hall, City of Prince George
- Mayor Leonard Krog, City of Nanaimo
- Mayor Ken Christian, City of Kamloops

Summary

Question 1: Global Trends and ESG

s.13; s.16

- Trend: Technology – throughout the pandemic, technology changed so much, grateful to have tech to make the alternative arrangements via communications tech.

s.13; s.16





- s.13; s.16 Increasingly diverse city.
s.13; s.16 census show a large increase of people coming to s.13; likely to continue through s.13; s.16
- Trends: Under-performing with ocean and marine sector. Ocean economy expected to hit \$3T by 2030. Norway 26% of GDP, BC 3% of GDP despite having larger coastline. BC has a huge role to play. Lots of ocean industries already but more opportunities as we decarbonize.
- Need to build up ocean and marine sector – very underdeveloped even though we have so much coast line. BC has huge role, especially as decarbonization leader can help that transition internationally.

s.13; s.16

s.13; s.16

s.13; s.16 . Will play a large part in their economy moving forward.

- Trends: Housing affordability is affecting ability of workers.

s.13; s.16

- Cities are being clobbered when it comes to regional coordination.
- Toronto, London, etc. have large scale teams supported by government which allows them to attract large events.
s.13; s.16

- We need help right now s.13; s.16
s.13; s.16
- Figure out what we're doing right now and how we're going to coordinate this.
s.13; s.16

s.13; s.16



s.13; s.16

- Diverse community, s.13; s.16
- Work from home trend is of concern. What's going to happen with office space?

s.13; s.16

s.13; s.16

- Need for collaborative approach to compete on the international market.
 - Need right-size sports events in BC. s.13; s.16
- s.13; s.16
- Medical device and manufacturing corridor would be a big opportunity for BC leveraging med schools, connected ocean technologies. s.13; s.16
- s.13; s.16
- Seeing tsunami of people coming to work, s.13; s.16
 - Trying to get movie studios s.13; s.16
- s.13; s.16

s.13; s.16

s.13; s.16

s.13; s.16

- Increase demand/interest in the tech sector s.13; s.16
- Must adapt to the balance between environmental challenges and the resource sector. Sector does a good job at their development across the board but needs balance with environmental side.

Has been a surprise.

Changing quickly.

s.13; s.16

s.13; s.16

- Need access to health care –s.13; s.16

s.13; s.16

s.13; s.16

Settling Indigenous land

claims and having full participation by Indigenous nations is crucial to economic development.

- There is a high desire to live and work here, s.13; s.16
- s.13; s.16



- Climate change and adaptation is incredibly important. s.13; s.16 on the ocean development.
s.13; s.16

s.13; s.16

s.13; s.16

- s.13; s.16 – the recovery is not a light switch, more of a “toe in the water.”
Lot of implications to economic recovery.
- Labour force we had prior to the pandemic is not there, particularly at the lower end. Working from home has changed whole dynamic of commercial space and triple net lease. Also seeing the urban refugees that s.13; s.16 pointed to.
- s.13; s.16 Had to revamp thinking from looking overseas for events but now looking for local, regional, national and then eventually international. Not expecting international travel to return to 2019 levels for 4 years.
- Green is growing. Shortage of sports and camping equipment right now – indicator of public sentiment of where economy should be developed.
- s.13; s.16

Question 2: What should be the key missions and priorities for the Economic Plan?

s.13; s.16

- Counter narrative to people moving out of downtown offices. There will still be companies that see the merits of working downtown s.13; s.16
s.13; s.16

s.13; s.16

s.13; s.16

BC has much more

to offer to the global economy than we are doing. s.13; s.16

s.13; Highlights the “Ocean Supercluster.”

s.13; s.16

– very powerful coming together of the nations to grow their economies together. These are their homelands. They need upskilling and capacity building. This is something to watch. s.13; s.16 Indigenous people are coastal ocean peoples, have 1000s of years of wisdom in protecting oceans while creating opportunities for others.

s.13; s.16

- Supports comments and shares concerns of other colleagues.
- Very much supports s.13; s.16 regarding oceans and the opportunities for First Nations.



s.13; s.16

- Supports climate action and implementation of CleanBC.
- Growing infrastructure deficits and knows the projects that will put people to work locally. s.13; s.16
- Social issues – need to house the homeless to let our downtowns flourish.

s.13; s.16

- Highlights the housing issue. Most important challenge to meet.
- Don't forget about flood proofing. s.13; s.16
need support to mitigate impacts of climate change.

s.13; s.16

s.13; s.16

s.13; s.16

- Challenges with business community – Labour force, especially with lower end. Hotels, BIAs, service workers. Housing affordability is the biggest issue (lowering costs rather than increasing wages).

s.13; s.16

Sewers and

waters are needed to build new buildings. Can show you a very startling map of the infrastructure gap in s.13; s.16

Densification is causing pressures. s.13; s.16

s.13; – lack of under the ground infrastructure. We need to be developing all of these areas at the same time.

- Good news about the cruise ship industry coming back early.
- Construction a major industry s.13; s.16 How do we keep that going? Concerns here.
- s.13; s.16 *We are seeing that issue with labour shortage, directly tied to housing shortage. Will hit crisis levels soon. Some places closing early because they can't find workers for evening shifts.*
- *MRK: We have 6% more employment now. We are keenly aware of these issues. Childcare a major investment. We're doing more investments on skills training soon. Points to the federal immigration plan.*

s.13; s.16

- Province is already doing some of the key important things. Such as childcare investments. However, need more physicians in the area. People are choosing other places to live as there are no family doctors. Need more done here.
- Opportunity to “unleash the mayors, give us the tools to get on the work.”

s.13; s.16



s.13; s.16

s.13; s.16

- Kudos to the government for their childcare piece. Seeing s.13; new childcare spaces in the city. Long overdue.

s.13; s.16

- Need for health care services.s.13; s.16 . Need more doctors, nurses to ease the crunch from small communities s.13; s.16 s.13; s.16



Summary – Mix and Match Group 11

s.13

July 19, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- James Donaldson, CEO, BC Food and Beverage
- Wendy Hulburt, President and CEO, LifeSciences BC
- Thuy Tran, Acting CEO, Accelerate Okanagan
- Graham Truax, ED, Innovation Island
- Dan Gun, CEO, VIATEC
- Lincoln Smith, ED, Kamloops Innovation
- Steve Lowry, ED, AlnBC
- Kevin Campbell, Managing Director, Investment Banking, Haywood Securities
- Peter Elkins, CEO, Impactmic.ca
- Igluka Ivanova, Senior Economist, Canadian Centre for Policy Alternatives
- Eric Termeunde, Co-Founder, NoW Innovations Canada

Summary

Question 1: Global Trends and ESG

s.13

s.13

- Digital workforce/hybrid model trend: Positives are companies s.13 will have access to greater talent pool by hiring from anywhere in the world. s.13
s.13 Manufacturing companies are starting to see challenges in attracting production line workers. Seeing these challenges in service-based industries such as tourism.
- s.13 Reskilling and training the workforce in all sectors. s.13
s.13



s.13

s.13

s.13

- Global pandemic that initially had many of our countries shutting down, not they are all in different stages. Most agree we still have to solve this globally – we are an interconnected economy and society. BC needs to put our best foot forward for this emerging economy
- People are questioning capitalism – need a balanced approach to building an economy with broader society stability – as leaders we need to make sure the economy is inclusive and sustainable going forward. s.13
- BC technologies and life sciences innovation really lead the pandemic globally. The rest of the world was purchasing and using BC technology more than we were ourselves through the pandemic (Pfizer vaccine has BC technology in it). BC has an amazing opportunity to amplify this. s.13 the industry that supports it and the economic benefits in BC.
- We are world leaders right now. We have the opportunity to build a very good future through manufacturing and training –s.13
- Fragility of our supply chain. Not everything can be produced in a single country. Federal government trying through s.13 to figure out the role of Canada s.13
s.13
 - BC is a world leader in some areas in this sector – could build talent, training and technology in this sector.

s.13

s.13

- Labour and workforce a global issue – inhibitor to competitiveness in s.13
s.13 This will continue to impact our industry. Will have social impacts as well to solve issues locally and globally.
- Focus on automation as a longer term solution to fill the labour gaps. It was seen as taboo to replace jobs before, but it's really about filling jobs we can't fill with people. Specifically, in BC due to huge restrictions on commercial space (companies cannot expand their footprint), automation can help here as companies can do more with the space that they have.
- Diversity their risks by selling in other markets and exports.
- Increased focus over the long term s.13 Social implications here as well – s.13
- More opportunities for companies to diversify their risk by selling other products, getting into exports. s.13 – Canada has a unique opportunity here s.13 manufacturing base in place).



s.13

s.13

s.13

- Automation predated the pandemic – we know that recessions generally speed up automation. Not a bad thing – could be used for prosperity in BC, we just need to ensure prosperity is shared. Cost of labour displacement, retraining etc. will be disproportionately felt by low wage workers which we need to be careful about.
- Faster pace of technological change, more need for people to reskill throughout their lifetimes. Our education system is not currently up to the challenge. We will need to look at significant reforms from K-12 to college to university and the workplace and regional options. Need access to modern education, especially to those most impacted by automation.
- Climate change will impact this as well.
- Need to look at the broader transition for lifelong learning opportunities in all these changing industries so everyone can access their potential.
- Pandemic – we're not all in this together – some saw benefits during the pandemic while others have not. How we can distribute wealth to help those who didn't do well during the pandemic. inequality is diverging not coming together yet.

s.13

s.13

- Global movement of talent. Important for BC to track this. We don't have a solid methodology and understanding of the different tech jobs. What role is technology actually playing in the economy?
- Supports Marianna Mazzucato's approach to governments putting up risk capital and allowing innovation to flourish. Can government help support a network of innovators around the province? s.13
loop in universities and innovators across the province to create a hub for innovation across the province.

s.13

s.13

- Population growth globally, urbanization, carbonization, rise of inequality and demographic aging.
- Population urbanization – 2 billion people are coming online by 2030. All of these people are going to demand natural resources. BC is well positioned here.
- Decarbonization –s.13

s.13

s.13

BC can benefit here and through increased value wood products.





- Aging and advanced economies – 800,000 jobs will be required in BC, ⅓ due to replacing retiring workers. We will need skills training and immigration.
- Spiraling inequality due to low interest rates. Need mechanisms to redistribute wealth from the 1% to the 99% (including education, childcare etc.).
- Food security also a key piece.
- ESG is key to getting investments these days. Any company going forward needs to have these standards. *“You can’t raise money in Paris or New York with ESG.”* In 5 years, it will represent a third of investable assets.

s.13

- Climate change and decarbonization.
- DEI and recognition of inequality. Opportunities for people to understand how to implement DEI effectivity is still needed.
- Remote work trends. How many people will want to go back to the office? Also, we can now hire remotely but also other companies can hire our people. The competition for talent is under more pressure. What will happen with inequality (outside of highly qualified people) as a result?
 - What will this do to commercial buildings?
 - Larger companies starting to explore coworking opportunities now too to maintain culture, bring people together, while needing less space.
- Income inequality: Immigration opportunities – lots of people interesting in coming to Canada. If the start-up visa process moved more quickly we’d have a lot more companies here. s.13

s.13

- Housing availability and affordability is a key issue for young families. It’s creating a huge rift in inequality. If we want more people to come to BC we need more inventory, people, capital and infrastructure to address this.

s.13

- Concern and opportunity: Urbanization – s.13 youth moving to larger cities is going to leave population in rural communities vulnerable as they won’t have the employees locally available to run grocery stores, etc. This will leave our natural resources vulnerable.
- Remote workforce has accelerated as a possibility – side issue: easier to shift into remote workforce after a few years of work, however coming straight out of school into remote environment is more difficult. Possible opportunity for the province to provide as a training opportunity.
- Some computer science is science but some computer sciences should be treated as trades. A carpenter doesn’t have to be a professional engineer to make a good living. A lot of our computer science careers don’t require 4-year degrees. Nano-degrees can help here with tech skills, would benefit our province greatly, include remote workforce training as well. For universities, this could be another revenue source. If universities don’t start with nano-degrees,



the private sector will provide this service themselves. 4-year degrees are outdated by the time of graduation. No longer attractive.

- Food security: climate change causing impacts that were not anticipated.
- Added a point: government should give real thought around how province wide programs are adopted within rural communities (uptake generally very high in urban environments but not in communities of 5,000 people or less) – MRK pointed to recent Launch Online 30% allocation to BIPOC and rural communities. Recognized the point of needing to be deliberate with rural adoption of programs.

s.13

s.13

- The broad trends are random, circumstantial, and sectoral. Government has made all sorts of bets on trends, sometimes they're right, sometimes they're wrong. We have so much diversity in our industries in BC. The media and venture capital can sometimes identify trends. Encourages a broader definition of diversity – s.13

s.13

- Housing affordability is the main way to attract and retain talent. s.13
- Encourages government not to follow the trends, as the trends are very random.
- What you're doing minister is fantastic and difficult, thanks for bringing us together.

s.13

s.13

s.13

- Place-based pension fund investing – 1% of real estate in our province and one of the biggest untapped opportunities in our province. Mentioned a UK report on this.

Question 2: What should be the key missions and priorities for the Economic Plan?

s.13

- Root issue is how we do economic development in BC. Time we rethink how we do economic development. Come up with a new playbook all the way down to the local level with municipalities to see BC thrive.

s.13

s.13





s.13

- Via chat: <https://www.conferenceboard.ca/focus-areas/innovation-technology/innovation-report-card>
- Via chat: With respect to opportunities for all especially within smaller regional or rural communities] consider where many enterprise level “competitors” are in the broader tech-enabled economy. s.13

s.13

s.13

- Government tends to look for the big announcement. Press release will say “all of BC” but the program doesn’t actually benefit all of BC. Need to look at ways at how programs will benefit smaller communities in BC. Clearly lay out what the extra help is to get the programs out to the rural communities (look at second and third depth – then look for help from local innovators to provide supporting comments at exactly how the funds will be helpful).
- We can help back up your claims that the tech funding will be impactful

s.13

- New programs are exciting and create political opportunity. However, need effective program operators to deliver programs. The orgs on this call are the ones who know who the players are and how to implement effectively.
- Immigration opportunity – we have a highly qualified people program. Lots of people want to live here. Transparency and speed through the immigration process is key. 5-10% of start-up Visa program will be successful, we know this. If you want to enhance D&I initiatives, you need more diverse people, immigration is a great way to support this – however don’t lose sight of the housing issue as more people move to the province.
- MRK highlighted the federal immigration targets. s.13 provided comment that the backlog is also historically long.

s.13

- World’s largest economy near us, we have a discounted dollar with them. Stable government. BC Hydro – green cheap power. BC very attractive. The green power trend is a major attractant for manufacturing companies to come to BC.
- Indigenous participation – BC on top of tourism. Resource development opportunities – cash payments, training, contracting are major forces of development. s.13

s.13 Deals in products and investments that would otherwise fly under the radar (\$2M).

Returns have been pretty good; employment growth has been very positive. Investment capital a big part of Indigenous participation.



- We are in pretty good shape for 2030 – well-governed, already decarbonizing. Don't need to be pessimistic.
- MRK: EU is looking at a carbon border, will be interesting to see what happens here.

s.13

- Digital work model – less capital needed for space – facilitating communities beyond BC and Canada's borders. Lots there to help fuel innovation.

s.13

- Encourages more cross-sector broad engagement like this.
- Recommends that we consult with non-profit sector, community services, housing industry. These supports are key infrastructure that underlies the abilities for companies to attract and retain talent in BC.
- Consult with workers as well on opportunities needed – many tech students graduating but not getting the training/mentorship opportunities needed to develop their skills to get into senior leadership positions.
- Indigenous participation beyond consultation. Investments into Indigenous communities should be seen as infrastructure. We are not capitalizing on the full potential of the people that live in BC. We need mental health investments, poverty reduction, housing, social inclusion measure etc.
- D&I opportunities – appetite is higher than ever. Dollars provided by government could be tied to specific D&I performance measures.
- Tech sector does not include a lot of women – even though they make up 50% of every population. That's an easy way to start improving diversity.
- Diversified economy.

s.13

- Applauds this session and the many sessions MRK is having. Supports much of what people have said already.
- To answer if we're prepared for 2030, we need to ask what we want for 2030. Very important to articulate what the province wants in 2030. Encourages bold thinking that sets the province on a path that may lead to a broader diversified economy. Innovative and inclusive, and sustainable. Argues to replace 'sustainable' with 'thriving,' we have so many assets here – we want to build off of the strengths that BC has. We overlook our competitive advantage in the low-carbon space, it's increasingly important.
- Remote work is a big opportunity to achieve a more inclusive economy. Be bold here.
- Canada has a new manufacturing sector that we're trying to develop. Look at adding talent as a corner stone to this. Micro-credentialing. AEST group is having a post secondary institutions.



- Doesn't have a problem with people going overseas throughout their career. We just need to make sure they come back.
- Government policies drive certain actions that companies take. Motivate behavior. *"Talent is one of our biggest assets here." "Very strong in STEM and science-related fields, the jobs that the future demands. Be bold."*

s.13

- Need continued government support with R&D and commercializing of products and service. Need to prioritize care for our people, planet – increased support for entrepreneurship. Partnerships between industry and academia.

s.13



Summary – Mix and Match Session 9

s.13

July 19, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Niki Sharma, Parliamentary Secretary for Community Development and Non-Profits

External:

- Jonathan Fowlie, Chief External Relations Office, Vancity (SDPR)
- Kendra Johnston, President & CEO, Association for Mineral Explorations (EMLI)
- Yat Li, Lead Consultant, Presidents Group (JERI)
- Dr. Bentley B. Allan, Associate Director, Pacific Institute for Climate Solutions
- Tomer Levy, VP Global R&D, Enterprise Imaging, Change Healthcare
- Greg Caws, Advisor, Mentor and Director, GCJE Projects Ltd.
- Rupert Downing, Director, BC Social Enterprise Network
- Kevin Hamaoka, VP, Pacific District, Commercial Banking, TD Bank Group
- Carol Anne Hilton, Founder and CEO, The Indigenomics Institute (JERI)
- Allison Schwartz, Global Government Relations and Public Affairs Lead, D-Wave

Summary

Question 1: Global Trends and ESG

s.13

s.13

Highlights climate change impacts as a key trend, provides examples of BC's wildfires and the recent flooding in western Europe. What are the opportunities for investment, innovation, and growth through the decarbonization journey?

- Climate change will create even wider wealth inequality gaps.
- Digital revolution and digital disruption are changing how people are thinking.
- China is top of mind as well.



s.13

s.13

- Housing affordability also top of mind. Our ability to attract and retain talent in BC is very dependent on housing affordability.

s.13

s.13

- Inclusive, diverse and equitable hiring. Diverse workspaces are two times more likely to meet or exceed their financial targets.
- Requirement and need for more accessible hiring. Steering committees, accessible employment groups are possible solutions.

s.13

s.13

- Employment shifting to work remotely. The global effect is increasing competition around talent. s.13 Employees are choosing to work for companies in San Francisco for much higher salary yet still live in BC.
- Moving to cloud is a big trend. Competing for cloud talent is even harder.
- How do we make BC more competitive to attract talent? Housing affordability pushes people away. People compare the cost of infrastructure, cost of owning a car... sees BC as more expensive. Need to measure ourselves specifically against the western US.

s.13

s.13

s.13

- Access to internet is paramount. No longer do you have to lay fibre in the ground. You have affordable sat technologies (SpaceX) which can provide broadband to remote areas. We need to get the whole province on this. This is the last mile and you now have an opportunity to do something about this.
- Supply chains – look all the way from the creation of products to international skills, need to make sure every part of the supply chain is supported within the province. There's been a bit of a crunch around the availability of ships. We need to bring some of this stuff home. Creates more jobs, creates more talent.
- Privacy – We have to be careful that we don't overreact. We are proud at our privacy policies. However, these policies can really hamper what we can do (applications that are important together). Take individual data silos, put them together to create magic. Breaking down these privacy silos will go a long way.

s.13



- Coming energy transition – big question is how BC thinks about itself strategically. There's a downside risk on forestry long-term. There's a global race going on. Europe already has a battery alliance. UK has a green industrial revolution (\$12B pounds). US just passed massive bills quietly. Canada and BC really need a strategic position.
- Indonesia is a fast-growing economy. Egypt, Bangladesh also opportunities. Can BC see ahead to provide these economies the green technologies they need to grow?

s.13

s.13

- Break the consistent pattern of uncertainty.

s.13

s.13

- D&I – wants to add the racism conversation to this. Big change in narrative recently. Still a long way to go, both globally and provincially.
 - Jobs sector – there's a change in schedule, number of days that we are working. Conversations around a 4-day workweek. What does the next generation of workers want?
 - Questions if we should be clustering people into city centres.
 - Agrees with comments so far on climate change. s.13 We have the opportunity here to supply a greener future. s.13
- s.13 Huge opportunity for BC to step up. BC's brand can put ESG front and centre.

s.13

- Opening the border is a huge deal. Employees on both sides of the border. Certain teams saw their productivity decreased due to lack of brainstorming in the same room.
- ESG – BC is uniquely qualified with both the minerals and the expertise (supercluster, clean-tech). How can we build these out in a way that actually reduces carbon? Use of these technologies will be critically important for the workforce of tomorrow. So many folks doing interesting things with AI and ML, this attracts people to BC.

s.13

- Supports comments by others.

s.13





s.13

- Employment equity a huge goal s.13

s.13 as a mechanism to tap into individual and institutional pools of capital that currently flow outside of the province. This could be reinvested into our local economies. s.13

- s.13
s.13

- Community economic development at the local level – very much focused on COVID recovery right now at a local level, producing what we know we can produce in niche markets and local markets to create opportunities for people impacted by COVID.

- Social development goals of the UN are a driving value. s.13

s.13

- s.13 Welcomes any opportunity to follow-up.

Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage

s.13

s.13

s.13 – look to Quebec and Manitoba in Canada at how they've adjusted their investment framework. Seeing a huge pool of capital that mostly flows into large capital investments, not locally.

- Unleash our existing economic forces to create opportunities locally.

s.13

- Agrees that access to capital is important.
- Fear of post pandemic, when is it going to end, what's going to happen if there's another variant? Anything the province can do around emergency response, tracking the variant, how we're going to navigate through the next wave would help increase confidence. Put in place a proactive plan – will help employees and companies to plan ahead as well. What areas are you looking to industry to help? Seeing this fear in Europe, UK, even in California with new mask mandates.

s.13

- Emergency response in health care but as well with the big earthquake which is coming. Our emergency response needs to be up to par with a variety of natural emergencies.





- Wage gap: Childcare, housing needs a rebalance.
- The BC brand: We are fantastic in so many ways, we don't promote ourselves on the international stage in every area. Long way to go in some areas.

s.13

s.13

s.13 BC should position itself in a tangible way and align this benchmark to BC GDP.

s.13

- Doesn't understand why settlers are so against full sovereignty for Indigenous nations. It would be pretty easy for the government to say let's start experimenting with sovereignty.
- Government needs a clear strategy and to articulate it publicly so that everyone in society knows. Everyone needs to know what this mission is... so kids can position themselves at age 17.
- Government needs to build the capacity across ministries. Bring together experts, industries and government. Create a new type of entity (points to European approach to industrial strategy). Create a public private partnership to enact a green economy is at the top of his list.

s.13

- Lots of great people working within existing programs, in a lot of cases their whole lives. A lot of these organizations could use some more support. Look at what you've got right now. Just upping supports could have a major impact. You already have the well intentioned people in place.
- We don't know what we don't know. The data that comes to the government from BC Stats from s.13 that are 30-50 years old. These types of measures are unable to keep up and provide accurate information to government. Need to make sure staff are looking at what you actually have in place is reflecting the economy.s.13

s.13

s.13

- Help small and medium companies grow to become big corporations. There's great infrastructure for start-ups. Not many grow to become big corporations within BC. Reasons may be not being able to find enough talent here. Seeing these companies grow is key to BC's success.

s.13

- Needs to be innovation and technology investments around disabilities. Empower companies to access accessible technologies (captioning, brail, etc).



- Hybrid workspaces – Can there be better use of vacant office space. Need to repurpose and retrofit to meet our challenges, be proactive here instead of reactive.

s.13

s.13

- It all starts with people. We all benefit from access to health care. We're world class in this regard. Housing affordability also includes the issue of housing supply. Need to be proactive and purposeful in order to create the environment for immigrants and newcomers to become the talent we need.

s.13

- Now is the time to set up a centre of excellence for affordable housing. Large part of the gap is understanding. We're incentivizing natural gas, should we be jumping ahead to heat pumps? IF we get it right with BC housing developers, we can scale and export this.
- *"Shift the thinking from clean-tech to clean everything."* Apply the same type of thinking to the entire supply chain. Need to broaden this approach to understand where BC has an advantage in innovating in this space.



Summary – Mix and Match Session 10

s.13

July 19, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Amy Juschka, Director of Communications and Advocacy, YWCA Metro Vancouver (FIN)
- David Flaks, President, Metro Vancouver, Regional Economic Prosperity Service
- Kiersten Enemark, Government Relations Director, BC, Shaw Communications
- Brad Harrison, Executive Director, Backcountry Lodges of BC Association
- Chuck Rumsey, President & CEO, Ecotrust Canada
- Meg O'Shea, Senior Manager, Economic Transformation
- James Raymond, Vancouver Economic Commission (ENV)
- Jacomien van Tonder, Project Coordinator, Metal Tech Alley (ENV)
- Dr. John Wiebe, President and CEO, Globe Foundation (ENV)
- Lynn Embury-Williams, Executive Director, Canadian Wood Council
- Jennifer Allaby, Canadian Association of Exposition Management
- Shawn Smith, Co-Founder, RADIUS

Summary

Question 1: Global Trends and ESG

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- We've all had to pivot this year and embrace our devices. Businesses finding solutions to digitize operations. Bus also looking at permanent or hybrid remote workforce. This indirectly helps government meet goals in terms of climate change, increased housing options, acquiring talent from around the world. Tax incentives for bus that create remote workforces may further encourage private sector to do so.

s.13

- Climate change.
- Indigenous reconciliation incredibly important globally and especially here in BC. Create a new understanding of value – how do we create it and distribute that wealth.
- Financialization of everything in BC – increasing disconnect between industry and what people actually need. Gap between centralized government priorities and mandates and how that's handled on the ground in rural communities – gap in operating those programs and gaps between what they actually need.

s.13

s.13

We work towards a just, equal economy

- Intersection around climate, equity and capitalization and who its serving.
- Future of work and lack of faith in will jobs continue to be there. Work with communities to find those solutions.

s.13

s.13



s.13

to look at it differently

s.13

s.13

s.13

Supporting women in sectors where they are underrepresented is very important.

s.13

s.13

s.13

Opportunities for many joint ventures with Indigenous and rural communities.

s.13

BC is a leader,

need to continue to promote that.

- We keep an eye on other jurisdictions like in Europe and how to link their s.13 with helping climate change. European communities helped design early design expertise but BC is close to surpassing that.
- s.13 – need to continue to work on those so we know what we're talking about when promoting s.13

s.13

- Circular economy – huge opportunities for addressing many concerns raised here and creating economic opportunities.
- Southwest region - opportunities for food, construction, de-construction rather than demolition, used textiles (overseas markets shutting down for that).
- Localized supply chain – pandemic showed the need for this. the pivot was achieved we would like to see that continue moving forward not moving backward.
- Circular economy strong jobs promise and much better benefits than traditional industry – security, benefits, closer to where people live. Just transition and supporting people coming out of declining industries to get into emerging economies.
- Industrial lands are being snapped up and not being used for manufacturing and production. Land supply and real estate issues massively impinging the long term viability not just of industry but also smaller businesses across BC



- Main overall concern is climate change and need for planning for climate migration. People moving to Vancouver and BC from other places of the world because their areas no longer tenable for agriculture or human life. Need to address housing affordability. Can tie housing affordability better to employment opportunities – transition workplace community to also be neighbourhood community. Increase quality of life by decreasing commute.
- Asks –
 - Greater flexibility and eagerness from Province for P3s (public-private projects for advancement)
 - Additional federal funding coming out for Launch Online Grant - want BC to pair funding for wrap around services. The businesses that used it knew what they needed and were savvy. The next round of businesses don't know what to ask for, need help figuring out the digital services they need and getting support to get online.
 - low carbon goods – ways to activate. Tech enabled opportunities for value add. Mass timber. Increase traceability and efficiencies.
 - Value add opportunities in low carbon and low transportation goods. Vancouver produces tech opportunities for value adds. Increases efficiency and traceability. Some of those jobs will be trades jobs that don't need extensive education.
 - Property assessment and how to address the housing affordability crisis. Jobs need to be filled and people don't have places to live to fill those jobs.

s.13

- We focus on advancing economic development opportunities for an inclusive, equal economy
- Climate change.
- Top 4 thematic, strategic goals:
 - Invest in human capital from prenatal to post career.
 - Accelerate entrepreneurial capacities and innovation, create new industries.
 - Build demand side capacity within industries that we have specializations and deep productive advantages.
 - Increased global connectedness, opening new markets, attracting foreign investment.
- Trends: fast transitioning economy. Changed from labour being main driver to now intangible assets like capital/IP/knowledge now primary drivers and anchors of value creation.
- Value we place on work – change will outpace our ability to adapt labour force and we'll have too much labour. Many occupations that were destroyed or displaced during pandemic won't come back in same shape or quantities – 20-25% of displacement due to automation by 2030. What do we do about the many challenges as a province? How exploit the myriad opportunities?

s.13



- s.13
- Opportunities ahead – BC is unique place. s.13
s.13
- s.13, many of which are tiny businesses in small communities. Vital to those communities especially where resources extractions are leaving like mill closures.
s.13

Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage

s.13

- BC is unique – s.13
s.13
- Perfect vision: have government remove their own silos and help industry remove their silos so all work together – s.13 – so we can all benefit.

s.13

- Need to rely on strong research and applied analysis. Need to understand our economy – where are our specializations, deep advantages, labour markets, occupations ripe for automation or capital labour substitution, what will future of work look like.
- Play to our strengths – industrial specializations where we have labour market or supply, R&D, etc.
- Government needs to really understand where can be most mission creative. True agents of innovation and industrial growth are firms and individual entrepreneurs. In innovation context, if making recommendation to government would not have government play in realm of innovation. Government should focus on research and bridging gap between applied research and proof of concept stage. Government can do a lot with small amounts of money here.
- Government should focus on what complementary assets are missing along value chains of key industries where we have specialization and productive advantages. Industrial land shortages - know that future drivers of our economy don't have wet and dry land space where they can conduct that innovation.



s.13

- Climate change is first and foremost – plan must reflect this will be number one factor in our province for decades/centuries to come. Invest in climate resilient infrastructure, businesses, education.
- Equity is second. Better decisions made when more of people affected are invested in it. Supports for cooperative model in housing and commercial. Employee ownership models promoted. Nation and neighbourhood owned utilities – they will manage them well because they are invested.
- Be locally focused and globally connected

s.13

- Climate change.
- GBA+ - hope that it is applied strongly to the work that's happening and that it's communicated back clearly about how GBA+ is used.
- Address systemic racism and discrimination in workplaces to address gap in employment. Policies and legislation.
- Invest in education and occupational skills training for women (specifically those who have been highly impacted by the pandemic), attracting women to male dominated jobs such as trades and trucking.
- Legislation that includes flexible childcare and money for transportation. It's easy to attract women to sectors but the reality of their lifestyle/situations don't allow them to stay there. Government needs to work directly with business and sectors on recruitment and retention for women and marginalized communities.
- Paid internships, training and grants for women. Always have funds in place for childcare and transportation.
- Work with industry to attract and retain Indigenous people.
- Social infrastructure pieces like childcare and housing are key.
- Foreign credentialling programs.
- Silos came down between ministries during COVID and it was so much easier. Encourage ministries to continue to work together. Need frameworks and mechanisms for this

s.13

s.13

- Should be planning education program out for next 20 years. 2030 is really close
- Consider BC's key sustainable activities. Establish centres for excellence. Can't be world class at everything but can choose a few areas.
- We have diverse province, with desirable weather. People will continue to want to come here for tourism.



s.13

- Echo silos issues– need more collab. Between all levels of government, industry etc. It has been frustrating over the pandemic to communicate between different levels and different ministries.
- Agree with Amy's comments on women – they have been disproportionately affected. In addition to childcare and transportation, they also need flexible work.
- Focus on entrepreneurship. Many concerned to go down this road after seeing lack of supports during COVID. These roles are key to our economy and we need to support them.

s.13

- Echo a lot of above.
- Worried urgency will push us to reinvest in broken economies in rush to repair. World class leadership in BC, for example on this call, often underheard / underrepresented. Relatively minor investments push huge advancement in social economy
- Investing in Indigenous leadership – they should have representation at all major tables like Digital Supercluster. Indigenous Tech council has lots of voices available.
- Equity-centred approach. Need to change the mainstream conversation and supports to be more inviting to BIPOC communities. Many BIPOC entrepreneurs say they don't feel safe/welcome in conversations. Need to build targeted supports for them and also transitioning to make the mainstream supports work for them too.
- Happy to see BC taking on a mission approach.

s.13

- Concern we'll snap back into business as usual and miss this opportunity. Dr. Mazzucato being brought in gives hope it'll be different. Let's escape current model of natural resource development, do that but with new approach to bring value, engage Indigenous partners, etc.

s.13

- s.13 Focus on community needs, like building local housing using natural resources around them.s.13

s.13

s.13

- s.13 – helpful to break down silos. Common purpose among ministries is good.
- s.13 Infrastructure to support tech and innovation.s.13
- s.13 On one hand, ministry supports investment but on other, other ministries create barriers to this investment.
- Indigenous communities – local economic development – what jobs can stay in community so those living there can work there.s.13



- Incentives for companies to have a remote work force. Large office buildings, traffic, bad for climate. Can be solution for community-building, climate resiliency. Incentives for business to digitize operations – hybrid or 100% remote. From land use point of view – no longer need to be in one geographical location then maybe opportunities for companies to invest in other areas of BC, more flexibility in acquiring talent, finding housing.

s.13

s.13

- Carbon capture – can be to great advantage for BC if can develop here.



Summary – Multicultural Communities

s.13

July 21, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Rachna Singh, Parliamentary Secretary for Anti-Racism Initiatives

External:

- Christina Lee, Manager of Operations and Special Projects, Hua Foundation
- Andy Pham, Anti-Racism Committee, Vietnamese Professional Association
- Jackee Kasandy, Founder, Black Entrepreneurs and Business Society
- Aisha Amijee, President, Voices of Muslim Women
- Barbara Lee, Founder & President, Vancouver Asian Film Festival Society
- Leslie Varley, Executive Director, BC Association of Aboriginal Friendship Centres
- Zara Chaudhry, Program Manager, The Inclusion Project
- Nada El Masry, Program Manager, Refugee Livelihood Lab
- Philippe Jeanneau, Director, Canada China BC Council – BC Chapter

Summary

Question 1: Global Trends and ESG

s.13

- Trends – Everyone is talking about inclusion. Want to make sure initiatives are not just a fad, not just ticking boxes but truly making cultural change. Ensure it doesn't revert in two years when it's not what everyone is talking about anymore.
- Immigration – s.13 Don't want
to go from being an economist to simply washing dishes. People don't want to have to rethink what they do for their careers because their credentials are not recognized. We need labour through immigration but how will that actually look in terms of DEI.

s.13

Many of us work other jobs at the same time because it's hard to access financing for our businesses.



s.13

s.13

- Supportive of s.13

s.13

- Had to hire someone to interpret the bureaucratic language of COVID supports. Trouble accessing support due to low level of digital literacy.
- Trend – Major shift to digital presence. Won't go back to pre-pandemic ways. Need equal access to digital solutions and more work to increase digital literacy.

s.13

s.13 creating deep thought about diversity and equity.

That's not just about tokenism.

- Funding is significantly disparate based on federal geography and for cultural organizations. More equitable federal funding is needed.

s.13 Capitalize on export potential of racialized diaspora communities here. Relationships in markets around the world that we shouldn't capitalize on. All racialized groups fighting for the one allocated 'diverse' seat at the table. These groups don't want to compete but rather expand to new markets.

- South Korea spends 1% of its GDP to export South Korean culture and s.13

s.13

s.13

- Concerned about loss of s. in the past. Many s.13 couldn't get funding in BC and have had to go to other markets where they've done well. s.13

s.13

- Language is a big barrier on grant writing. s.13 not English language professors.

s.13

- Supportive of other's comments.
- We are exploiting racialized migrants, foreign students, temporary workers. They are seen as resources to make more money without thinking about the impact on them. There are many tests, a points system to select the best of the best from the world but then they are treated as they have nothing to offer here. Even doctors and engineers come here and start from zero because there's no real support. s.13 not the jobs they want nor aligned with their skills.



- Lack of family doctors in BC, with even more needed during pandemic and called for retirees to come back, but that age group was most at risk. There were so many migrant doctors here craving and wanting to do this work but they were sidelined.
- Why do we require Canadian work experience? We ask migrants to improve their English but even then, they're still not able to get good jobs. Points to a need to do better with Indigenous communities as well.

s.13

- Many businesses in Canada only want to work with Canadian companies.s.13
s.13
- Trends – Export businesses. Points to trade balances between Canada and the US, trade agreements with Europe and their impacts to BC.
- s.13 They think that s.13 won't support ESG but they do.
- Many strong innovators in clean tech, air and land remediation. Strong knowledge in BCs.13
s.13

s.13

- Natural resources drive the BC economy and will be important to continue. BC believes in sustainability and innovation. Opportunity to harness the tech talents we have within BC. Produce high quality products that can be sold globally from here (rather than exporting the raw materials). The products would be reflective of our values and ESG considerations.

s.13

s.13

- Compounding disparities in the last year most deeply affect those most marginalized.
- Supportive of other participants' comments on ensuring equity is not just a fad.
- Real need to protect workers from exploitation and recognize the value of gig workers in agriculture and food processing.
- Protect the health of labourers who are often invisible to the majority of the population. Expanded the definition of what skilled labour is, particularly for cultural communities that rely on tourism and the food sector.

s.13

s.13 Lack of recognition around migrant skills – s.13
s.13

s.13





- Focuses on desegregated data. Ensure inclusion is not just performative and that there are informed metric systems in place – shaped by those communities affected. Work with these communities not just for them.

Question 2: What should be the key missions and priorities for the Economic Plan?

s.13

s.13

s.13 Would love to have privileges of some of the issues previously discussed here such as doctors that can't find work. s.13

s.13

- Environmental issues – unfortunate that BC's economy still so dependent on resource extraction, s.13 Value added is something we need to look at but these industries are contributing to the climate emergency. Canadian extraction companies are known for big negative impacts on environment s.13

- s.13

- s.13 Real cost associated with digitization s.13

s.13

s.13 Cell phones, tablets, computers are not affordable which leaves out of the digital field of work. This is leaving people behind and further homogenizing and excluding the workforce.

- Negative stats in justice and women's equality. Many of those services still run by s.13 s.13 and never had an opportunity to do 'by and for' operations. Majority of funding and work still being done in very s.13 Would like to see that change and will strengthen the economy for Indigenous people.

- MRK: We appreciate your comments. We will have a specific conversation with s.13 It will start at the beginning to identify what kind of metrics they even want to use. s.13 s.13

s.13

- Engage youth through this process. Look at the gig economy (supportive of s.13 s.13
- Ensure skills and resources reflect the way our economy is moving forward including all types of jobs. Look at equity deserving communities – desegregated data is a starting point (not an end point) to see what are the gaps/flaws to address moving forward.



s.13

- How are we approaching the inequities in our economies – example: if we incentivize clean tech, recognize that many of the most marginalized groups are not even at a point to own a vehicle let alone an electric vehicle. Who are we targeting with tools, resources, grants, etc?
- Plain language access – if programs exist but people don't know they are there or how to access them, it doesn't help.
- Lots of youth in our communities are involved in health care support. There are inconsistencies in translations. Sometimes translations are using very technical language as well which are accessible. The government isn't always able to communicate with the communities they are serving. This shouldn't just be a communications issues – it needs to be incorporated into every step and service.
- Reimagine what our economy can look like outside of traditional models. How can we encourage different ways of operating, like co-ops – they have proven to be more resilient in economic uncertainty. Those models share the wealth better than top-down systems. Especially for Indigenous communities and newcomers – many of these people bring knowledge systems that are different than our traditional models. Leverage that knowledge to be resistant to economic shocks. Support these different types of economies.

s.13

- Taxation should be more favourable to entrepreneurs and those being highly innovative to support risk taking. This would benefit immigrant entrepreneurs as well, who are not able to get into traditional workforces.
- Help immigrant entrepreneurs contribute to society with advisors.
- Marginal tax rate too high. It disincentivizes people to work hard.
- Take stock of what BC does well and what the world values from BC.
- Supportive of s.13 regarding South Korea's export culture plan and agrees BC should do the same.

s.13

- Childcare essential for women to participate in economy. s.13
s.13 Childcare is the number one issue, especially for women of colour. Too many rules, regulations, fees and paperwork throughout the process.
- How to help women lead: Make grants accessible so women can communicate what s.13
s.13 Open grants wider and make more accessible. Hard to find grants, even though these programs would help our economy and goals. The money is there but the language doesn't always line up.
- Supportive of s.13 on plain language for programs and grants.
- There's also a need for digital literacy training and grants.

s.13





- Supportive of other comments.
- Recommends more engagement sessions with multicultural communities. Space for people who aren't as highly educated, English speakers, etc? Would like to see more people within these consultations. Who will actually be leading this work and are there marginalized groups leading this process and involved in the decision making process rather than just consulted? Great first step but what is next?
- Funding structure is a large barrier. Questions around how to best distribute resources? Access to funding remains difficult due to barriers, language, etc. English shouldn't be such a high gatekeeping tool. Refers to English as a white supremacist tool.
- Invest in capacity building in racialized communities.

s.13

- Strike a balance between local and s.13 Local small businesses are hit the hardest but are also the ones that promote BC's economy on a global scale. Tourism, arts, education – great to have them locally. BC is often seen through the eyes of arts.
- Provide more support for SMEs. Very hard to manage 90% business reduction as an SME.
- More follow-ups, mentorships, partnerships along with grants to help support less experienced companies/entrepreneurs. Money on its own isn't always enough.
- s.13 and transformed products rather than more quantities of s.13 more dollars in higher value products.
- s.13

s.13

- Would be nice if people were compensated for their time through engagement processes. Especially those in the non-profit sector that are in need of funding.
- Need to work from a grassroots 360 approach –s.13 – comes from grassroots but eventually those groups will be exhausted. Need to make sure government works with businesses that have DEI in their leadership, hiring, etc.
- s.13 You have to know someone to get in. Need more infrastructure pipelines to build capacity, training programs, experience, etc.
- Create a formalized multicultural think tank structure to continue these conversations.
- Gig economy – both workers and organizations are penalized. Can't get grants without full time staff, even though gig is what works best for them.
- Supportive of comments on childcare.
- Recommends micro grants to multicultural communities.

s.13

- Supportive of other's comments.



- Trend – pandemic has caused everyone to think local – local manufacturing, food, shops, etc. Youth and people who have lost their jobs could benefit from more localized manufacturing/economy. We could eventually export that too.
- People also more interested in sustainability. BC could recycle things better too. Make sure of labour here for a more localized economy. Consider ethically produced products as well.



Summary – Union of BC Municipalities

s.13

July 22, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Honourable Josie Osborne, Minister of Municipal Affairs
- Okenge Yuma Morisho, Deputy Minister, Ministry of Municipal Affairs
- Tara Faganello, Assistant Deputy Minister, Ministry of Municipal Affairs
- Birgit Schmidt, Director, Operations and Client Relations, Ministry of Municipal Affairs
- Nicola Marotz, Strategic Advisor, Ministry of Municipal Affairs
- Lindsay Banh, Executive Assistant, Ministry of Municipal Affairs

External:

- Councillor Brian Frenkel, District of Vanderhoof, UBCM President
- Councillor Laurey Anne Roodenburg, City of Quesnel, UBCM First Vice President
- Councillor Jen Ford, Resort Municipality of Whistler, UBCM Second Vice President
- Mayor Angela Qualizza, City of Fernie, UBCM Third Vice President
- Councillor Trish Mandewo, City of Coquitlam, Vancouver Metro Area Representative
- Councillor Craig Hodge, City of Coquitlam, Metro/GVRD Representative
- Marylyn Chiang, Senior Policy Analyst, UBCM
- Councillor Sadie Hunter, City of Kamloops, Director at Large

Summary

Question 1: Global Trends and ESG

s.13

- Trends: The forestry industry will always be a part of BC but industry is moving away from BC. This is a concern for all partners. Much of the industry moving to the US. Racing to log the last ¾ of the province because of the affects of climate change: fire and pine beetles. These and other issues such as land-based values and reconciliation with Indigenous people are larger challenges than the softwood lumber agreement. So much of our volume is going out.



- Aquaculture a concern especially for s.13 The federal decision around Discovery Island came with no notice to both provincial and local governments. They had dealt with one First Nations.s.13

s.13

s.13

s.13 Marketing and advertising will only go so far without workers to open the doors. The staffing issue is happening everywhere – service jobs very difficult to fill this year.

- Destination BC has done tremendous work over the last year identifying trends and understanding how we can invite different people to the province differently and appreciate our natural beauty – rather than short stays and high turnover. How will remote work affect our travel offering now that people can go further and stay longer?

s.13

- Lack of staffing causing businesses and restaurants close down, especially in resort communities. Wildfires are compounding the issue – people don't know when it will be all over and can't stay without an income. Affordable housing solutions from local governments are needed – especially for workforce.
- If you build workforce housing, businesses will lean into the community. Local governments know what to do, there's not an urban planner that doesn't know what to do. The issue is that the private sector isn't stepping in.

s.13

s.13 Tourism is the only sector in Canada that employs someone in every single community throughout the country. I can bring every question back to the issue of housing.

- s.13 **via chat:** You need a land assembly to do this though. Zoning bylaws for parking, etc are also a challenge for projects. There would be more smaller developers active in the space if it wasn't always focused on large housing projects.
- s.13 **via chat:** Migration of urban a rural, and the need for immigration.

s.13

- Trends: If we're not doing 'x' what could we be doing? How can we be creative? The issue is the need for money. Where does BC have an advantage for innovation?
- Youth are thinking of moving and BC will see a 'brain drain.' We don't want to see youth leaving BC communities due to a lack of supports. How can we ensure they stay and enhance their communities with innovation and creativity?



Question 2: What should be the key missions and priorities for the Economic Plan?

s.13

- Forestry is not just about 2x4s. Changing to value-added. Industry is always so far ahead so we need to work for them to support them to be innovative. It can be hard to think outside the box – who would've thought mass timber would be so big? s.13

s.13

s.13

- There's a need to help all-sized communities diversify their economies away from natural resources. Work with universities, find clean tech, create bridges between capacity with students and matching needs. Support small businesses and industries that are not so quick to adapt because they don't know how (e.g. helping forestry innovate their equipment). Government can provide this exploratory platform. It all costs money so provide funding that isn't restrictive.
- s.13 One way to innovate is to decentralize and encourage immigrants to move into smaller communities.
- s.13 Support systems for this aren't in place in rural communities because we haven't had many immigrants before. Cheaper housing is very attractive.

s.13

- As the province transitions away from natural resources in rural communities, s.13
s.13
s.13 Many jobs are moving into rural areas from the lower mainland. Most important considerations for workers now are home offices and good internet connectivity.
- Need improved infrastructure in suburbs to support more workers. Need to look at how we recruit and train workers, but also house them.
- Industrial land supply is a key challenge. There's pressure for more housing but losing this existing land will result in a loss of jobs. Need for a strategy to keep these lands productive for job creation.
- Infrastructure is a major cost s.13
s.13 Local government can't take on all of the infrastructure required.
- s.13 – foster collaboration, collect data, work on attracting investment to the s.13 with spillover effect through the rest of the province.

s.13





- Collaboration such as this call needs to happen all of the time. Need to be able to talk openly and not be sidelined as a local government.
- Everyone is still learning how to include First Nations at the table.
- UBCM has a great relationship with government and we are moving forward with First Nations partners, regional districts, etc. Can get even stronger as we look at UNDRIP implementation.

s.13

- Province needs to better promote itself to attract increased immigration (e.g. on social media).
- Housing ins.13 is limitation. The missing middle is hurting the most. People earning just enough to not qualify for housing support but not enough to afford to make it on their own.

s.13

- The housing products of rural BC (e.g. huge ranches that retirees sell) are not the products that the labour force is looking for. They need two bedrooms with office space. Reality is that's not where the profit margin is for builders so it's not getting built. This is happening across communities.

s.13

- Supportive of other comments. Adds that childcare is foundational to a community. Ties into a family's ability to work as part of affordable housing. Points to Pemberton as a community that is consistently losing childcare spaces.

s.13

- Implementation of UNDRIP and DRIPA is fundamental.

s.13

- Connectivity is the #1 challenge for Indigenous communities. Need equal access to the internet for equal participation in the economy.
- BC government needs to include local government when collaborating with Indigenous communities.
- Come back to local governments after consultations. Don't end the conversation at the consultation stage. Don't treat the exercise as a tick box.

s.13

- Indigenous participation in the economy. Need to consider how to support empowerment through partnership. Support through s.13 is too restrictive. Need people who are focused on bringing projects through to fruiting.

s.13





- Supports comments on connectivity. s.13
s.13

s.13 Funds need to be in place to connect the last mile and remote Indigenous communities.

s.13

- Tourism in BC is on the international radar. People are moving here, investment is increasing. Resort communities are concerned about more money into marketing. Instead focus on the barriers: daycare, connectivity, housing.

s.13

- Advocate for being bold, innovating ourselves aggressively away from the areas that no longer work for the province. Move towards the clean economy.

s.13

- Great conversation about rural concerns. Everything flows into and out of rural communities into the lower mainland, including jobs. Rural communities need to prepare for the people coming that we will need to develop the economy: invest in education, health care and daycare.
- Opportunities: First Nations partnerships, resource areas and land is key. Land is the highest priced commodity we have in the lower mainland.

s.13

- The Launch Online Grant is going very well and hope it can be amplified and continued.
- Recent announcement of a project in collaboration with UBC and an Indigenous community around water. If the province can support this, this is such a huge success.

s.13

- Supportive of s.13 on university partnerships. Innovate BC has been a strong connecting point.
- Important to consider how important our parks are for the tourism industry. We are underselling and undervaluing what our local parks provide. Upgrade parks and invest in them as assets. Be ready to welcome international visitors.



Summary – Mix and Match Session 12

s.13

August 4, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- George Roter, Managing Director, Canada Plastics Pact (ENV)
- Ann Rowan, Sustainability Strategist & Corporate Strategies Manager, National Zero Waste Council (ENV)
- Seth Klein, Co-Founder, Next Up
- Krista Mallory, Manager, Central Okanagan Economic Development Commission
- Janice Murphy, Executive Director, Kootenay Boundary Community Services Co-operative
- Emily Gawlick, Executive Director, Early Childhood Educators of BC
- Dale McDermott, COO, Canada's LGBT+ Chamber of Commerce
- Richard Egli, Managing Director, Alacrity Canada

Summary

Question 1: Global Trends and ESG

s.13

- Trend: Climate emergency is not ESG. This is something that's much more ambitious. s.13
s.13

s.13

- Trends: Climate emergency. How do we mitigate the damage we've done? How do we adapt as communities, s.13
- Trends: Major workforce challenges in recruiting people. Need to support equity throughout the economy (points to childcare as an important factor).

s.13





s.13

- Trends: Mental health challenges exacerbated by the pandemic. There will be a post-pandemic crisis as well and our health care system is not ready. Need for community-based mental health response centres. If we have labour challenges, we will need a workforce that it is mentally well enough to work.

s.13

s.13

s.13 There's an increased need for a circular economy.

- Trend: Climate emergency. Greater need to look at adaptation as we've set in progress the irreversible climate emergency. Local governments need infrastructure that are clean solutions but also more adaptable. s.13

s.13

s.13

s.13

consumer goods producers, recyclers, etc.

- Supportive of s.13 regarding the opportunity available in the circular economy.
- Policies coming around virgin resources (non-circular resources).
- BC has a traditional strength in resource production but also in high tech. How can we reconceptualize the circular economy into an economic trend that improves jobs and many other issues.

s.13

s.13

- Trends: Sees clean tech and climate tech as the #1 opportunities and as the most important things we can't ignore.

s.13

s.13

s.13

s.13

s.13



s.13

Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage?

s.13

- Firm belief that tackling the climate emergency is a job creator, a way to banish unemployment completely. However, we're not taking it seriously enough. CleanBC is the best plan in the country but it's still not a climate emergency plan.
- We can't incentivize ourselves out of this. Spend what it takes, move from voluntary to mandatory measures as needed. We did all of these through the pandemic but BC is not doing any of these on the climate emergency. s.13
- BC Hydro could be mass producing heat pumps, solar farms,
- The pace at what's happening with our ferry fleet isn't fast enough. s.13
- s.13
- BC is taking climate emergency on as a side hustle. We need to see a huge scale up.
- s.13
- s.13

s.13

- Supportive others' comments on pairing BC's natural resources with its clean tech to create tremendous opportunities.
- Partnership opportunities with universities to help create new industries and train the workforces that will be needed.
- Address BC's labour shortages through immigration programs.



- Housing affordability and childcare in severe shortage. Severe shortage of ECEs. New spaces are being created which is great but we are also closing existing spaces because we don't have ECE's to staff, many cannot afford to live in communities.

- Items s.13

s.13

Look at the economic plan with the lens of workforce, particularly with the lens of childcare and housing.

s.13

- Opportunities to provide the community-based sector with funding to innovate and pivot their services.
- Rethink the model of how we provide mental health supports. s.13

s.13

s.13

- Improvements to transportation in rural areas needed as well as improvements to connectivity and power grids.
- Support for non-profit support sectors and short term government contracts are big barriers which prevent innovation. Streamline procurement process and support for application process for community groups, innovative programs to get youth working in areas such as environment/technology.

s.13

- Need to decrease demand on virgin materials. Must regenerate natural systems and develop circular economy strategies.
- Province has a key role in fostering the new innovative ecosystems. Governments, community groups, academia and business groups on where we can go next.
- Affordable housing, childcare and other infrastructure needed for newcomers. Working with municipalities to see to how to restore what we currently have.
- Mental health support and reconciliation with first nations. Reconciliation remains a very important issue to outside investors. They need to know where we're going with reconciliation.

s.13

- BC's number of rural communities is actually an opportunity for the circular economy.
- The link to other jurisdictions – Opportunity to leverage the relationships with the Western US. Strong purchasing power for the circular economy and potential for clean tech innovation. These conversations are starting to happen in East Asia as well.

s.13

s.13





- BC's natural beauty is an advantage to attracting a world class workforce. Cost of living, childcare are constraints.
- Opportunity to showcase some of the work that is happening in BC in a more meaningful way. So many companies are finding their first customers outside of BC. Need a better system for demonstrating and getting pilot projects on the ground here to help establish start-ups.
- Recruitment and immigration – need to be more deliberate about hiring entrepreneurs and skills or providing rapid reskilling opportunities to those without skills.
- Major migration of people from urban areas in BC to rural areas such as Saltspring Island. Any company with basic technology can support a remote workforce. Employees are demanding this now.

s.13

s.13

s.13

Concerned this will cost government more in the

long term.

- s.13 Build more, make it more affordable and build on the quality (access, affordability and quality).

s.13

s.13

s.13

Question 3: Two priorities for the plan?

s.13

s.13



s.13

s.13

s.13

- Creating a demonstration/pilot/early stage s.13 for climate tech/clean tech start-ups.
- Creating more rapid reskilling programs. Invest in training people throughout our province.

s.13

s.13

s.13

s.13 Would send an incredible powerful signal.

s.13

- Pioneering climate mitigation and adaptation solutions within both private and public sectors.

s.13

s.13

- Streamlining procurement for the non-profit sector. Organizations are having to cobble together enough contracts to support the community. Many resources going to writing proposals.
- Continue to act on Truth and Reconciliation recommendations.

s.13

- Leverage regional strengths and knowledge - build on R&D at post secondary to build solutions and workforce.
- Underscore all economic plan initiatives with the workforce challenges.

s.13

s.13



Summary – Rural Mayors

s.13

August 4, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation
- Roly Russell, Parliamentary Secretary for Rural Development

External:

- Mayor Joan Atkinson, District of Mackenzie
- Mayor Lori Ackerman, City of Fort St. John
- Mayor Sharie Minions, City of Port Alberni
- Mayor Aaron Stone, Town of Ladysmith
- Mayor Michelle Staples, City of Duncan
- Mayor Linda Brown, City of Merritt
- Mayor Sue McKortoff, Town of Osoyoos
- Mayor Merlin Blackwell, District of Clearwater
- Brian Downie, Councillor, City of Terrace
- Deklan Corstanje, Economic Development Manager, Terrace

Summary

Question 1: Global Trends?

s.13

- Improve internet to rural communities – been talking for months and months but not seeing any progress. Too much talking without enough movement forward.

s.13

- Real estate prices across the province. Still affordable in s.13 and good paying jobs. Very good connectivity, fibre to our house. Got the opportunity to expand.
- Climate – did a climate risk assessment for region. Aware of good, bad and ugly facing us. Opportunities in area of agriculture – expand growing season.

- s.13

- s.13

- s.13

- 
- BRITISH
COLUMBIA



s.13

- Have resources for tourism, but wildfires and severe drought make it very hard to support the larger in-town population through this.
- A lot of tourist activities, sometimes get people to apply for jobs, but staff housing is a concern. Get calls from businesses that can't find places for their staff to live. Looking at buildings in town – encouraging people to rent out basement suites, duplexes, etc. A lot of people want to rent out to AirBnB though. All municipal staff working overtime, multiple jobs, plus dealing with all the issues right now – difficult to manage with an already small staff.
- s.13
- s.13 – small municipal volunteer fire team was able to save the buildings. Managing, but there's never just one issue, there's 10, and it's hard.
- Echo concerns around health care.

s.13

- European destination tourists – we're dependent on for half of visitors. COVID recovery on tourism side, airlines, lost a lot of infrastructure on travel agency and bookings side. No staffing on small business / services side – heard CERB is an issue but don't think it's entirely that.
- Climate change – need to move forward on this. Between logging, tourism, and basic small-town survival, wildfire prevention is top of mind. Cannot stress enough how important wildfire fuel mitigation is needed and cannot be funded enough.
- Impact of all these pressures. Urban migration to rural – many people are moving and because they have made enough money elsewhere, they may not intend to rejoin the workforce. Families and talented employees are unable to find central housing. s.13

s.13

- Doctors, nurses, pharmacists are unable to move into town because one bedrooms are so expensive to rent.
- Echo other's comments too.

s.13

- Echo other's comments.
- Affordable housing for workforce. Almost every business has a staffing shortage. Shorter business hours, not sure what will do when school is back in as have hired younger populations. Older workers not wanting to return because of COVID. A lot of people have realized they don't want to work anymore.
- Homelessness and drug use – huge issue and also impacts businesses. Falling on local governments but need province to step in much deeper to help, and to help house people.
- Crime, break-ins, shoplifting big issue, especially with no follow up from RCMP. Causing a lot of frustration. Need supports.



Question 2: Opportunities for innovation and growth in the economy? Where does BC have an advantage?

s.13

- Communities have to have more say in what happens in areas surrounding their communities as far as wildfire mitigation. s.13
Wise move would be for those communities that have community forests to be awarded tenure for 5km circle around communities. Joint ownership is difficult. Having more say – we know best – would help.
- Connectivity – echo Minister Kahlon in that it's a human right. New people moving from Vancouver are shocked when they can't even get onto Netflix. Huge disparity between urban and rural communities.

s.13

- ESGs and ESDGs are important. Indigenous inclusion is very important. UN principles.
- Resource innovation has been talked about for years, adoption of new technologies. It's the industries that need to do it. Need to incentivize them through skilled workers. People who have innovation ideas for knowledge economy – we can't get it across or through that pathways from concept to commercialization without skilled workers.
- Businesses need certainty – critical path for innovation needs to be smooth and understandable.
- Out of province contractors – Saskatchewan legislation "Leveling the Playing Field" – workers coming into province must have registered bond to pay for insurance, WorkSafe, ICBC, etc. if they work in the province, they have to pay it. Levels the playing field for our contractors.
- Province needs to see municipalities as partners. Haven't been seen as partners in the past, needs to change.
- Rising RCMP costs and they are going to hit rural places hard. Goes up year after year and s.13

s.13

- Closely link climate and economy. Advantages to being intentional about type of economy we're trying to create, especially as climate becomes increasingly important. Do work in meaningful way to incentivize business/industries that improve our climate. s.13
s.13 Previously focused on industries that polluted heavily in the past – trying to move away from this, and help current industries improve things like emissions, water usage, etc. Would like more help from province to help municipalities incentivize blue and green economies.
- RCMP costs are also a big concern, imbalance between RCMP spending and having highest child poverty rate in BC.



- Economic plan needs to closely link climate and economy. Advantages to being intentional about the type of economy we are trying to create. Start the work now in a meaningful and real way. s.13

s.13

- Agree with RCMP comments. s.13 – high increase.
- Aligning climate action with economy. Climate technology, skilled tech training. Blessed in BC with natural resources – look at them in way that's green focused, we can lead the world and export worldwide. It's a huge growth market, position ourselves to be a world leader.
- Housing. Seeing staff give notice because lost accommodation and couldn't find other housing, despite good salary. s.13

s.13

s.13 Their engineers have goal to keep things moving down highway but this impacting municipality's ability to do planning that would help climate change. Development permits and issues with feeling supported in it. If more thoughtful and collaborative, could resolve all the issues. s.13

- Seeing unprecedented development levels. Need support from all levels of government to embrace and support this development.
- Focus: Focus innovation and education on climate action, and then export that worldwide.

s.13

- Need for all these things to come together. Need to start creating the story we want to tell. Connect climate with economic development, create job opportunities, create places for people to live, bring up level of equity, for us to move forward. COVID taught us – how do we deal with our own communities, start to localize, circular economy. COVID made us live that experience. As we start to build forward, the reason local businesses are doing well is because of discoveries people have made in the places they live. So few empty resources here, people moving and filling the spaces with new ideas and ways of creating economic benefit and vibrancy for community. Take care of needs we all have – health care, housing, small business balanced with new climate strategy for economic growth, relationships with Indigenous communities, relationships with other levels of government – that's what we need. Rise up to create what comes next after challenges of pandemic.

s.13

- Echo RCMP and crime prevention comments.
- Increasing senior population and have lost s.13 of beds in a privately owned community. s.13 of the population is in inadequate housing now and will have nowhere to go when they are older. The housing issue affects everyone. Seniors need proper care.



s.13

- Build climate change into every project. EV charging stations, solar power.
- Use local experts – a lot of time wasted by having someone come in from outside – may be expert in a subject matter, but not an expert in s.13; s.16 They may miss that we have already tried something and it didn't work, or we already researched something.
- Huge jump in service costs when population increases over s.13 We hit s.13 and it was difficult.
- A lot of people moving from urban areas to smaller towns, buy houses sight unseen, then people are unable to rent houses locally (homes being bought up by outsiders moving in). People come and expect the same level of services as in the city (restaurants, nail salons, massage etc.) and have many expectations about what needs to be done to change things for their comfort level.

s.13

- Re-funding needed for Forest Enhancement Society of BC (FESBC) to turn wildfire fuel mitigation into biomass products that sequester carbon instead of it burning during wildfire season.
- Co-op/fair market rental housing. Rent controlled housing will allow us to have the skilled people we need to run the economy.



Summary – BC Chamber of Commerce Network

s.13

August 5, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

BC Chamber of Commerce:

- Fiona Famulak, President and CEO
- Joelle Westlund, Chair
- Dr. Greg Thomas, Vice Chair
- Vivek Sharma, Director
- Michaela Bjorseth, Director
- Aleece Laird, Immediate Past Chair
- Arlene Rolston, Director

Regional Chambers of Commerce:

- Kiel Giddens, Prince George
- Pete Bourke, Columbia Valley
- Tom Thomson, Nelson & District
- Katerina Anastasiadis, Abbotsford
- Colleen Clark, Greater Langley
- Patrick Stafford-Smith, North Vancouver
- Dan Baxter, Richmond
- Melissa Pace, Whistler
- Kathleen Connolly, Dawson Creek & District
- Bev Vandersteen, Fort Nelson & District
- Dan Rogers, Kelowna
- Acacia Pangilinan, Kamloops
- Stacey Brensrud, Revelstoke
- Kim Smythe, Greater Nanaimo



- Elizabeth Aman-Hume, Port Hardy & District

Summary

Question 1: Global trends and ESG?

s.13

s.13

- ESG is top priority, not just for s.13 but from a community perspective and the s.13 perspective. Better engaging with Indigenous communities is critical to growth.
- Infrastructure development and partnership with all levels of government including First Nations.
- Engage locally and help create jobs and mitigate impacts of growing trade on economies. Trade is picking up and didn't stop during COVID-19.

s.13

- Fundamentals – labour force and housing. Difficult to attract business and growth when there is a challenge with workforce and housing. BC PNP Pilot Program. Challenges with success.

s.13

- Need to stay focused on the fundamentals: labour force and housing. Very difficult to attract business and growth in our rural community when these are a challenge
- BC PNP pilot program – we had some challenges with success on that. Can't unpack today but happy to share experiences with that
- Work on growth and attraction after these pieces.

s.13

- The energy transition is the global trend that will define the next 30+ years in terms of shifting economies. Opportunity for BC to lead in this regard. Look towards intentions of carbon tax increases etc., about how we shift to making BC's competitive advantages part of this story.
- Hydrogen investment – shifting from just Clean BC focus to driving economic growth through the strategies in place. Same with BC's wood products – value-added. BC wood is a sustainable process that can be part of overall ESG story. Seen iterations of wood first policy in the past – that would be helpful, especially adding value-added products in BC public building policies.
- Energy transition and global sustainability piece is a driving trend.

s.13

- The conversation hasn't changed in 26 years. Still seeing the urban rural divide. We need to break down that glass wall between areas and get municipal governments to work more closely



together on major infrastructure projects. It needs to be the whole lower mainland including Fraser Valley, not just Metro Vancouver.

- Labour market being affected by social issues such as the opioid crisis. We've been asked to take these issues on by our members, affecting their business, bottom line, ability to open, expand, etc. It's an issue everywhere. Inability to get labour. A lot of staff members went and started on businesses s.13 since it shut down for so long, now trying to get staff back with institutional knowledge and there are none). This will have long term impact over 10 to 15 years if not addressed.

s.13

- Effective communication. Trend – if you haven't been connected with people before pandemic, it was really hard to be engaged with people. People looking for value, clear and concise communications. A challenge for us as well as for government. It's not revolutionary but is important to focus on.

s.13

- Workforce, labour, housing. Global perspective – forest management very important. Value-added, mass timber extremely important. Help to get into markets is really important. Fire mitigation too – lot of resources being poured into mitigation but should redirect to prevention, make it viable for companies to do it
- Tourism really impacted by forest and smoke.
- Cannabis – need more government support in transitioning businesses from grey economy into legal economy, which will generate more tax revenue for province

s.13

- s.13 where we have an economy that has both regional and provincial/national importance.
- Linking people to jobs and vice versa. Investment in public transportation. People need to live in some places because it's more affordable, but there's jobs that would be perfect for them but they can't get to it because living / transportation is too expensive.
- There's an underclass of people that are underemployed but very important. Newcomers – challenges with transfer of skills certification. Tradespeople – have all kinds of specializations but takes forever to transfer in and recognize even though low risk. New Canadians – the specific engineering skill may not be needed but they have technical expertise and we need to recognize their talent for working in the jobs available. Get in touch with businesses to find the real skills that are needed.
- Government support often misses the target because it sounded good from education point of view but missed what business actually needed. Government has provided a lot of support during the pandemic but sometimes has not gotten it right.

s.13





- Unique challenges on s.13 and some shared with other regions.
- Forest management, lumber prices, softwood lumber agreement with US. Tertiary manufacturing. What are we doing long term with forest sector to take products and make more local BC jobs with them.
- Commercial fishery closures– livelihoods of fisherman and impact on provincial economy. Bringing back salmon for orcas, local fishers, aquaculture, seaweed.
- Climate change, opioid crisis, healthcare facility crisis and lack of ICU beds through s.13 Inability to attract specialists and local doctors to s.13 without right facilities. This matters when people consider where to live and work
- Transportation networks and trade corridors –s.13

s.13

- Opportunities for BC LNG and natural gas.
- ESG goals – huge opportunity to market BC LNG as low carbon option that really is in demand on the market. We want to be the supply.
- Partnerships with Indigenous communities – key role in economic recovery. Energy sector will continue to partner with them. Build skills to participate on projects and benefit from industry.

s.13

- One of biggest takeaways from watching pandemic unfold – interesting to see how we shifted from viewpoint of globalization to looking inward to local supply chains when ability to do business as usual was interrupted. Trend – movement towards inward reliance. We need international trade, that's a fact, immigration for a talented labour pool. But there's opportunity to look at what we can do differently and better when it comes to self-reliance – the buy local / shop local message.
- Environmental and social goals and values – if that's important to BC, we need to think about the trade partners we have, who we're doing business with, who is reflecting similar values should be part of the equation.
- Echo labour force, affordability, mental health challenges.

s.13

- Uncertainty around return of international travel market. Significant impact, s.13 Continue to pivot through s.13 to where we market and reach out.
- Also concerned about labour force coming back.s.13
s.13 Need to be better integrated with visa and immigration programs so we can help drive the economic benefits of that.
- Need for regional transportation to link people to jobs, reskilling people to build back workforce s.13

s.13



- DRIPA – need to create understanding for visitors, businesses and investors – what does it actually look like? How build into business plans? How can we help people have certainty and action on it?
- Social infrastructure – non-profits incredibly important to fabric of community (e.g., services for people in different languages, social connection). Education and health services not as strong as it can be. Need to focus on fundamentals of what we’re offering to people coming to BC and how we’re competing against other jurisdictions. Create social fabric in our community that creates confidence for investors coming in, who want to live and get involved in communities.
- If we don’t have wildlife and scenery, nobody is coming to see us in the north, or invest in us. Need to dial in on climate change – not in esoteric form but in actual boots on the ground. Drought, access to water, wildfire.

s.13

- s.13
- Labour force –s.13 you wouldn’t know there’s a pandemic. Lowest unemployment rate, housing prices is higher than ever. Getting lots of tourists. Attracting and retaining labour. No issue stands alone, it’s all connected.
- Technology, automation, integration on training side. Transportation – we’re not far behind s.13 but want to avoid making the same mistakes that happened there. Nice to have high rises in downtown s.13 but the expect restaurants and grocery stores, but the people who work there can’t afford to live there.
- Focus on diversity – learning if we have become more welcoming.
- Housing challenge.
- Pandemic takeaways – pandemic didn’t treat everyone equally. Women in workforce especially impacted. Strong proponents of addressing child care. National restaurant chains have never done better, much harder for smaller restaurants. Micro businesses and family owned businesses – a lot of amalgamation occurred.
- Sandbox for innovation – how do we change the fundamentals, or conversations. Local government spends so much money on safety. We don’t have paramedics that can get to people in time to save their health but we have firefighters that can go out to save a horse. Not grudging it – but better balance. Need municipalities to think together at the regional level to improve these expensive services.
- Pandemic sent clear message to kids of small business owners – don’t be an entrepreneur.
- We are not globally competitive – need to do more of that.

s.13

- Supply chain, international trade. s.13; s.16
s.13; Apply ESG lens to trade relations. s.13; s.16
s.13; s.16
- Importance of agriculture including aquaculture.



- Local vaccination – done a great job and need to work through federal government to get vaccine coverage around the world. If we want borders to open, travel to happen, skilled workers to come in – we need to figure out global vaccine piece.

s.13

- Hospitality and tourism – the engagement deck – disappointed to not see tourism in the deck. It's been highlighted through the pandemic, but there's still work to be done to recognize tourism as a key industry. 2019 GDP numbers – tourism \$8.7 billion. Higher than any primary resource industry.
- Staffing and staff housing challenges. s.13 Unfair for us to expect government to fix the issue of staff housing alone, private sector has to play a role too. In other countries, businesses are responsible for creating staff housing and are given a tax cut so they don't carry burden alone. Tax break over a period of years would make significant investment in staff housing for hotel an easier sell to shareholders. Getting paid \$25/hr to clean hotel rooms is just not going to happen.
- Why making immigration so hard when we want people to come. Getting a work permit in other countries was 3-4 months. Here it takes 18-24 months to get work permits. Look globally for solutions, don't try and reinvent the wheel locally.

s.13

- Global sustainability first means local sustainability. We need to connect our natural resources to communities and do as much local manufacturing as possible. We have highest standards for ESG probably in the world and that needs to be a selling point for us; insist those things are done locally. Need timelines on permitting, need investors to know how long things will take and have certainty that the process and line isn't going to change. Need certainty of rail transportation to move commodities so we don't have to move by road.
- Communication and engagement. Need to see early engagement, continuation of this process, and in particular engagement with specific stakeholders. Including municipalities. Sometimes they're left out of the engagement because there isn't a legal requirement for province to consult with local government. If not included, decisions often made without awareness of impact on the ground locally.
- Medical services an issue –s.13 Raises costs, adds stress. We know communities can't have every service, but we do need equity and we do need fairness in costs. s.13

s.13

- Diverse province – s.13 has potential for adventure and ecotourism. Create level playing field for tourism operators – lack of infrastructure and inability to connect to grid. s.13

s.13

s.13





- ESG lens – dial it back and say who does BC want to be. We are innovators. Value-added wood products. s.13 has first passive built commercial building in North America. We have so much wood waste, manufacturing this type of thing is the future. Right now we're shipping in from Europe but we should be doing this here.
- Equity lens – medical services, Greyhound service disappearing is a big barrier.
- Environment – water extremely important. Support government's decision to not move forward on commercial water bottling. Protect species at risk.
- Forestry – if we move forward with tourism importance we need high level of land use management.
- s.13 – take a look at stats through that lens. Labour Market Impact Assessment (LMIA) (federal) –s.13 to help streamline for issues around immigration which will help move the dial on housing and labour shortage piece.

s.13

- Tourism – need for people to travel. The kind of people who come here are looking for authentic experiences, nature, get away from rat race. We have that to offer throughout BC. In recovery plan, need to address over-visitation and protecting places that make us wonderful to visit. Thousands of people descended on s.13 who used to go to Vegas and elsewhere and were very disrespectful of environment and left a huge mess. The education piece is important, to protect our resource. Destination BC is working on this. Without global international travelers, many new visitors came from s.13 so we made new connections and gained a new traveler. International visitors book way in advance, a year or two. Now we can benefit from local marketing to say come for a long weekend, shorter term planning.
- Really hard for us to see the big picture. We're supposed to think strategically, get above the clouds. But we're on a hamster wheel. If people don't have anywhere to live and wages that make living liveable, it's hard to get enthusiastic to attract and retain people when we don't have the places for them. The living wage – need to take a good hard look at it. Because we're so diverse in our set ups and population centres – the living wage in the s.13 is different from that in s.13 .s.13

s.13 Cost of living has gone up so much, and in so many areas through BC. Going back to hamster wheel – getting immigrants to come and start business, getting skilled workers is so hard when don't have housing. Need to address that cycle. Restaurants cut back on operating hours during busiest season because they can't get staff. Tourism association posted jobs and got zero applicants which is very unusual.

s.13

- Echo climate change, health care, housing, labour shortage, transportation.
- s.13 Support for innovation, increased attention to new business models like social enterprise, greater support for Indigenous entrepreneurship.





- Social issues, homeless on business' doorsteps, need additional help to house the homeless, treat the mentally ill, support addiction treatment.

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- Wildfire mitigation – seeing increased number of people in our community due to this response which puts immense pressure on systems.
- Empower Indigenous people, immigrants, BIPOC, women, LGBTQ+ to work and live in our communities. Diversity is key.
- Divide and polarization is happening in our communities – we're seeing between local populations but also with communities and regions feeling disproportionately represented in relation to others. Could have ramifications for province. Need more engagement for people to be heard.



Summary – Mix and Match Session 13

s.13

August 5, 2021

Participants

Government:

- Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

External:

- Martin Thibodeau, Regional President BC, RBC Royal Bank
- Krista Bax, CEO, Go2HR
- Gary Fiege, President, Public and Private Workers of Canada
- Chuck Zuckerman, President, BC Wildlife Federation
- Temitope Akinwumi, Executive Operational Lead/ Manager, Finance and Administration, SPARC BC (Social Planning and Research Council)
- Peter Wilkins, VANTEC Angel Network / E-Fund
- Mayor Toni Boot, Vice President, Southern Interior Local Government Association
- Dallas Gislason, Director of Economic Development, South Island Prosperity Project

Summary

Question 1: Global trends and ESG

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- We in BC and Canada, have critical areas where we didn't supply our own items – PPE, food, fuel resources. Hoping we can hone in on those areas with a Made-in-BC approach. We have a lot of resources, smart people, innovators we can capture. We also need to look at where we fell short, our supply chains.
- ESG is very important and we need to take it in completely into every move we make.

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- If you're not doing ESG, I don't know what you're doing.
- Talent is a really big thing. It goes beyond training and skills, right now it's even just about bodies. There's competition at every level from skills trade to entry level to senior manager.



Across Canada any growing economy is looking for good talent and we need to be cognizant of this.

- Economic development point of view – bioenergy space with wood pellet production. Don't see that happening here in BC, the conversion of waste to industry. Look at energy to make pellets for wood production. Interesting work going on in California around cow manure and gas emission. BC can jump into this space too.

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- s.13 employees in BC, very large presence.
- ESG – climate change is a big theme. Solidify supply chain – that's true for BC and for Canadians as well. But here in BC well positioned with gateway with Asia.
- Healthcare, research, tech and digital – we have such a great tech industry and AI. s.13 just before pandemic creating future of s.13 and applications that will work in other industries. This time of emerging innovation will bring great jobs. Already see from Google, Amazon, Microsoft coming here, but it's also about leveraging start ups here in BC. Other one – electrification. We have something here that's unique, we've been pioneers. For example, in our bus system. We could do more here, continue to invest in transportation and become the #1 province in electrification.
- We have some of the most progressive First Nations in the country, seeing progressive developments for example a large warehouse in Tsawwassen. Can play large role in creating prosperity in partnering with First Nations.
- Workforce, future of work. Would love to hear – what do you see, is everything going to be remote? None of our s.13 are back in the office. Large number of employees that want to work remotely, get that flexibility. How do we capture that and come back to in-person.

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- Particularly echo supply chain topic raised. We have so many natural resources – water, mining, fossil fuels, renewable energy. Would like to say one of the resources we have that is not valued as much as it should be – our soil. Soil combined with water – we have the opportunity to never have to worry about where our food is coming from. We'd have to change a few of our eating habits, but there is so much opportunity there, combined with innovation in agritech.
- s.13 – considerable amount of agriculture in this region and COVID has really impacted agriculture and agritourism. One way we can work towards economic recovery is to look at immigration. We have a labour shortage here. Not just service industries or farm workers – it's all sectors. We just don't have the people here. Along with that, there needs to be recognition that just because you're in the forestry sector, it doesn't mean you're out cutting down trees. There are all kinds of jobs out of the forest, and those need connectivity. Opportunities to work with that trend and ensure communities are connected one to another.



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- Every country is trying to be self sufficient. Five years ago nobody thought there'd be a time when the world was shut down. Eye opening for everyone.
- Increase in governments focused on making economy more accessible after learnings from COVID. What can governments do to improve affordability, COVID benefits for example. How do we make people financially independent and get people out of poverty. How do we improve food security.

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s.13 raise awareness of food security. Young people don't want to go into farming these days. Agriculture – can do so much work in that space, for example engineering work not just being a farmer.

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what's the way forward? What are we doing to help people get out of poverty?

- BC blessed with abundant soil, so should focus on agriculture. Brings so much social revenue for the province. Farm plus processing factory generates tax revenue. Provides jobs to take people out of poverty. Would be good to have a program encourage people to go into farming.
 - s.13 Kwantlen Polytechnic University has two Farm Schools in the Lower Mainland. They are working on one in the Southern Interior region as well. Farmland is part of the program.s.13

s.13 get asked why we chose BC since it's so expensive – because of the weather.

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- Position / integration of BC in Cascadia mega region. s.13 Bit of dichotomy having – great to be part of this region, but there's the other side where goliath companies in Seattle are starting to navigate across border. Coming for one reason only – BC has the greatest education system in the world, they're here to find talent. I'd rather have a thousand innovative companies with five employees than one Amazon with 5,000 employees. Not to say we don't want them here, but really embrace a made in BC innovation agenda.
- Love Dr. Mazzucato's work and how gov can drive innovative economy. Transformation of natural resource industries – tech's role in modernizing and adding value. Like previous point – in forestry you're an engineer or a technician running a robot machine not a person cutting down a tree.
- ESG frameworks in investing – worried it's more of a front, surface layer PR thing rather than actually being ESG all the way through. How do we become the most diverse and inclusive economy in Canada, the one known for being about Indigenous reconciliation and partnerships. People think of BC as values-driven, sustainable place but we need to bring it to fruition through



policy and programming. Give people pathways into equity, housing, employment. Address the economic divide and housing unaffordability. A lot of people are being left out of the market

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- World view – the youth view is definitely different than us that have been around for five decades. Those of us retiring are looking to go out into rural areas to relax, but the younger people are going to energize and explore.

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- How to update forestry and mining industry so don't destroy jobs nor the environment.
- How do urban people relate to BC's outdoors? "Splendor without diminishment" is BC's motto. Post-quarantine people are dying to experience the outdoors, they didn't know they'd been missing it. Water and mountains are place to go to, recreate on, not just look at. We have a recreation advantage as a province, but we have to protect it. How do you integrate urbanites that are moving from cities to rural areas and driving up housing prices. Gardening on urban roofs has become exciting. Conservation important. Wildfires in the woods also heat up the waterways and impact fish populations. We're deconstructing dams in some areas of Canada. Rail spills. Somehow we have to balance the beauty of BC and the use of that beauty economically with the constraints on some of the ways we have jobs. Need to have the longer view. The decisions we make today should not exacerbate the problems we face tomorrow.

Question 2: Top two items for inclusion in the economic plan?

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- Need to go beyond immigration. s.13 interesting to see a lot less operational jobs and more on the advisory side. How do we train people in agriculture farming for example to go from point a to point b.

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- Support a BC first initiative. s.13 in the pandemic transitioned to making N95 masks. Need to look at doing things differently. Government also too restrictive – need to change things up and think outside the box. We have the chance now to do a complete reset
- Forestry – big in the news, especially around old growth issues. We need to get to the bottom of it, a lot of people will be hurt but the quicker we can get to a stable point on a working forest the better. We need to have the full chain in BC since we have the best wood products in the whole world. The rate we export at is disgusting – there's only so much wood left, let's get every dollar out of it, let's make toothpicks if we need to.



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- What's BC's advantage? Some of the best schooling. Need to expand and leverage. Yes there's a high cost of living but there's a lot of reasons people want to stay.
- Green economy – needs to be a solid component in the plan, will support the climate change targets and initiatives we want. Affects so many industries. Be more efficient with the resources we need to use.

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s.13 almost all of them are including part of the UN sustainability goals. Clean slate – starting off with circular economy. New products and services, made in BC, AI, machine learning. Combining software, biology, physics. Convergence of business models and practices, many disruptors coming in. We're in a crisis with COVID and with climate. Seeing a global movement of capital – some coming to Canada because they see us as safe haven to develop technology. COVID is transitory crisis, but climate is enduring crisis. Unprecedented climate incidents arising.

- Opportunities – commercializing multi-disciplinary projects. Tax credits for early stage companies. Opportunity to lead globally if we foster these businesses.

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- Relationships with Indigenous peoples
- Incentives that create jobs – educational subsidy, engage with high quality post secondary institutions. Innovation in green economy, transition to green economy, more green jobs, nutraceutical industry for example is something we could drive. Grants to private or public sector entities creating employment. Working with PSIs is a key point.
- Innovation process creates jobs, but also what is produced also creates jobs.
- Indigenous tourism is probably the biggest driver of BC tourism. Partnership and collaboration is a win win for the whole province.

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- Attract investment, make BC more attractive for SMEs. Support manufacturers – people are doing amazing things and need to find ways to make them more inclusive and supportive.
- BC is capital intensive. Make sure investment is part of the plan.





- Agriculture has lowest pay per hour – gov could help make this sector more attractive to workers.

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- Place-based economy. Bring from macro to mezzo level. Foster regional and municipal economies. What models can be used to make those ecosystems come to life. Bring it down to ground level where different things are going on.
- Capital market – what we see, especially in tech sector around innovation agenda – a lot of the capital comes from the US and especially Silicon Valley. Down the line this leads to companies being acquired by US company and then they become just a talent office. That doesn't do anything for BC equity beyond good jobs. How do you help companies grow and be sustainable here in BC and not be poached. One way – s.13

s.13 How do we channel some of that to fuel what we've discussed today – put into real projects like tech innovation. Maybe take a bit of risk with it. Know it's a third party, not government, measured on financial performance, but maybe something can be done.

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- Toss it back to you – can you explain how government works, how the ministry affects the economy? Top down hierarchy, not efficient enough. The other would be horizontal like a flow chart, again becomes cumbersome. Prefer the wagon wheel image. People are the hub at the centre and the ministries are the spokes, the tire is the economy. The axle that holds the whole thing together is connected to the people.

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Engagement Schedule Summary

August 2021

CABINET CONFIDENTIAL

Minister Kahlon met with more than 300 stakeholders over 33 small group sessions as part of the Economic Plan engagement process. Some sessions were held with pre-existing groups while others took a 'mix and match' grouping approach. There is a separate stream for Indigenous engagement being developed with MIRR.

Week of June 7 – 11:

Date	Stakeholder Organizations
June 11, 9:30 – 11:00 Session 01	Small Business Roundtable: <i>Parliamentary Secretary Roly Russell attended</i> <ol style="list-style-type: none"> 1. Lead: Cybele Negris, Vice Chair 2. BC Restaurant and Foodservices Association – Ian Tostenson, President & CEO 3. Canadian Federation of Independent Business – Sam Howard, Director 4. Business Improvement Areas of BC – Teri Smith, President 5. The Forum – Paulina Cameron, CEO 6. Small Business BC – Tom Conway, President & CEO 7. BC Chamber of Commerce – Fiona Famulak, President & CEO 8. Yeti Farm Creative - Ashley Ramsay, President and CEO 9. Environmental Dynamics Inc. - Bob Redden, President 10. Indiginext - James Delorme, Director 11. Beta Collective - Jason Wong, Co-Founder 12. Synergy Enterprises - Jill Doucette, Founder and CEO 13. Economic Development and Tourism at the District of Tumbler Ridge - John Powell, Director 14. Victoria Executive Management Club - Keith Bridge, Director and President 15. Amicus Lawyers - Michael Hwang, Lawyer and Partner 16. Whitemarsh Enterprises Inc. - MJ Whitemarsh, Senior Consultant and CEO 17. Spearhead.ca - Randy Richmond, Partner and Operations Director 18. Shamin Diamonds - Shahraz Kassam, CEO 19. Pemberton Valley Supermarket - Sue Adams, Managing Partner



<p>June 17, 12:30 – 2:00 Session 02</p>	<p>s.13</p> <p>Climate Solutions Council: <i>Minister George Heyman attended</i></p> <ol style="list-style-type: none"> 1. Colleen Giroux-Schmidt, Co-Chair 2. Merran Smith, Co-Chair 3. Fraser Valley Labour Council - Danielle (DJ) Pohl, President 4. BC Tech Association - Jill Tipping, President & CEO 5. Unifor - Joie Warnock, Assistant to the President 6. Pembina Institute - Karen Tam Wu, Regional Director 7. Council of Forest Industries - Kurt Niquidet, VP 8. Shell Canada - Skye McConnell, Manager of Policy and Advocacy 9. District of Summerland - Toni Boot, Mayor <p>• Ministry of Environment and Climate Change Strategy - Jeremy Hewitt, Assistant Deputy Minister, Climate Action Secretariat</p> <p>s.13</p>
<p>June 18, 11:30 – 1:00 Session 03</p>	<p>Innovate BC Board of Directors: <i>Parliamentary Secretary Brenda Bailey attended</i></p> <ol style="list-style-type: none"> 1. Co-Lead: Dr. Andrew Petter, Chair, 2. Co-Lead: Gerri Sinclair, Innovation Commissioner 3. Co-Lead: Raghwa Gopal, CEO 4. Saltworks Technologies inc. - Benjamin Sparrow, CEO + Co-founder 5. First Nations Technology Council - Denise Williams, Executive Director 6. Simon Fraser University - Dr. Elicia Maine, Special Advisor on Innovation to the Vice-President Research 7. Research & Innovation, UBC - Dr. Gail Murphy, Professor + Vice President 8. Bio2Strategy - Dr. Lesley Duronio, Principal 9. Ayogo - Michael Fergusson, CEO + Founder 10. Government Relations & Public Affairs at Canada's Digital Technology Supercluster - Suzanne Gill, Vice President <p>s.13</p>



<p>June 22, 12:30 – 2:00 Session 04</p>	<p>Innovation Companies: <i>Parliamentary Secretary Brenda Bailey and Dr. Andrew Petter attended</i></p> <ol style="list-style-type: none"> 1. Microsoft – Hana Doubrava, Corporate Affairs Director 2. KLUE – Jason Smith, CEO and Co-Founder 3. Lighthouse Labs – Jeremy Shaki, Co-Founder and CEO 4. AWS/Amazon – Jesse Dougherty, Vice President 5. Sanctuary AI – Geordie Rose, Founder and CEO 6. Rogers – Dean Provost, President, Connected Home & Phil Lind, Vice Chair 7. Freshworks – Samarth Mod, CEO <p>s.13</p>
<p>June 22, 2:30 – 4:00 Session 05</p>	<p>Digital Technology Supercluster Board <i>Dr. Andrew Petter attended</i></p> <p>Leads & Staff:</p> <ol style="list-style-type: none"> 1. Dr. Nadine Letson, Chair; Microsoft Assistant General Counsel 2. Sue Paish, CEO 3. Bill Tam, Founder and COO 4. Shawn Gervais, VP, Strategic Foresight 5. Suzanne Gill, VP, Government Relations and Public Affairs <p>Board:</p> <ol style="list-style-type: none"> 6. BC Council of Forest Industries - Alexa Young, VP Government and Public Affairs 7. Boeing Canada Operations - Bob Cantwell, Managing Director 8. Earnscliffe Strategy Group - Carling Dick, Principal 9. Terramera - Dr. Steve Slater, VP, Strategic Initiatives 10. University of BC - Dr.Gail Murphy, VP, Research and Innovation and Professor of Computer Science 11. Variational AI - Handol Kim, Co-Founder & CEO 12. AMPD Technologies - James Hursthouse, Chief Strategy Officer
<p>June 23, 12:30 – 2:00 Session 06</p>	<p>Mix and Match Grouping 2</p> <ol style="list-style-type: none"> 1. BC Career Colleges Association - Michael Evans, CEO 2. Clean Energy BC - Laureen Whyte, Executive Director 3. BC Community Forest Association - Jennifer Gunter, Executive Director 4. Black Business Association of BC - Nerissa Allen, Founder & President 5. Canadian Parks and Wilderness Society– Annita McPhee, Executive Director 6. Interior Lumber Manufacturers’ Association - Dan Battistella, President 7. S.U.C.C.E.S.S. (United Chinese Community Enrichment Services Society) - Queenie Choo, CEO
<p>June 24, 9:30 – 11:00 Session 07</p>	<p>Mix and Match Grouping 3 <i>Parliamentary Secretary for Gender Equity Grace Lore attended</i></p> <ol style="list-style-type: none"> 1. Canadian Manufacturers and Exporters of BC - Andrew Wynn-Williams, Divisional Vice President



	<ol style="list-style-type: none"> BC Federation of Labour – Laird Cronk, President Western Forestry Contractors of BC - John Betts, Executive Director Immigrant Employment Council of BC - Patrick MacKenzie, CEO BC Trucking Association - Dave Earle, President & CEO <p>s.13</p>
June 24, 12:30 – 2:00 Session 08	Mix and Match Grouping 4 <i>Parliamentary Secretary Fin Donnelly, Fisheries and Aquaculture attended</i> <ol style="list-style-type: none"> Organizing for Change - Lisa Mattheus, Provincial Lead Foresight – Jeanette Jackson, CEO Aerospace Industries Association of Canada – Dwayne Lucas, Vice President of Special Projects CubicFarms Systems – Dave Dinesen, CEO BC Non-Profit Housing Association - Jill Atkey, CEO
June 24, 2:30 – 4:00 Session 09	Mix and Match Grouping 1 <ol style="list-style-type: none"> Recycling Council of BC – Lyndsay Poaps, Executive Director Interior Logging Association - Todd Chamberlain, General Manager BC Economic Development Association – Dale Wheeldon, CEO Affiliation of Multicultural Societies and Service Agencies of BC - Katie Crocker, CEO Société de développement économique de la Colombie-Britannique – Donald Cyr, Executive Director Unifor - Gavin McGarrigle, Western Regional Director Surrey Board of Trade - Anita Huberman, CEO Burnaby Board of Trade – Paul Holden, President & CEO BC Agriculture Council – Danielle Synotte, Director of Communications and Stakeholder Engagement <p>s.13</p>

Week of June 28 – July 2:

Date	Stakeholder Organizations
June 28 – July 2	No meetings

Week of July 5 – 9:

Date	Stakeholder Organizations
July 5, 9:30 – 11:00 Session 10	Mix and Match Grouping 5 <ol style="list-style-type: none"> Mining Association of BC – Michael Goehring, President & CEO Canadian Association of Petroleum Producers – Geoff Morrison, BC Manager



	<ol style="list-style-type: none"> 3. BC Agriculture Council - Reg Ens, Executive Director 4. Association of BC Marine Industries – Alex Rueben, Executive Director 5. Black Entrepreneurs and Businesses of Canada Society – Jackee Kasandy, Co-Founder & Judy Bosire, Director 6. BC Construction Association – Chris Atchison, President 7. Newcrest Red Chris Mining Ltd. - Ben Wither, Manager, HSEC and People 8. Mitacs - John Hepburn, CEO of Mitacs 9. Greater Vancouver Board of Trade - Bridgitte Anderson, President & CEO 10. Tourism Industry Association of BC– Walt Judas, CEO 11. Creative BC – Prem Gill, CEO 12. TRIUMF – Nigel Smith, Director
July 5, 2:30 – 4:00 Session 11	Mix and Match Grouping 6 <ol style="list-style-type: none"> 1. Newmont Goldcorp – John Mullally, Regional VP Sustainability & External Relations 2. BC Maritime Employers Association – Rob MacKay-Dunn, VP, Government & Public Affairs 3. Genome BC - Dr. Pascal Spothelfer, President & CEO 4. Canada West Ski Areas Association– Christopher Nicolson, President & CEO 5. Community Futures BC - Lori Camire, Executive Director, Community Futures Alberni Clayoquot 6. Truck Loggers Association - Bob Brash, Executive Director 7. CN Rail - Mark Lerner, VP, Marketing & Business Development 8. BC Building Trades – Al Phillips, President 9. Federation of Post Secondary Educators of BC – Brent Calvert, President <p>s.13</p>
July 6, 9:30 – 11:00 Session 12	Colleges: <i>Minister Kang and Parliamentary Secretary Mercier attended</i> <ol style="list-style-type: none"> 1. Camosun College – Sherri Bell, President 2. Vancouver Community College – Ajay Patel, President and CEO 3. Northern Lights College – Bryn Kulmatycki, President and CEO 4. College of New Caledonia – Dennis Johnson, President 5. Douglas College – Dr. Kathy Denton, President and CEO 6. Langara College – Yusuf Varachia, VP, External



	<ol style="list-style-type: none"> Okanagan College – Dr. Neil Fassina, President Coast Mountain College – Michael Doyle, VP Corporate Services North Island College – Lisa Domae, Interim President and CEO College of the Rockies – Paul Vogt, President and CEO BC Colleges Association – Colin Ewart, President <p>s.13</p>
July 6, 12:30 – 2:00 Session 13	Select Crown Organizations: <ol style="list-style-type: none"> BC Council for International Education (AEST) – Dr. Randall Martin, Executive Director BC Hydro (EMLI) – Chris O’Riley, President and CEO TransLink (MOTI) – Gigi Chen-Kuo, Interim CEO Insurance Corporation of BC (JERI) – Nicolas Jimenez, President and CEO Port of Vancouver (MOTI) – Robin Silvester, President & CEO Vancouver Airport Authority (JERI) – Tamara Vrooman, President & CEO Industry Training Authority (JERI) – Shelley Gray, CEO BC Oil and Gas Commission (JERI) – Paul Jeakins, Commissioner and CEO BC Transit (JERI) – Roland Gehrke, Vice President Finance and CFO Community Living BC (JERI) – Ross Chilton, CEO Destination BC (TACS) – Richard Porges, Interim President & CEO BC Pavilion Corporation (TACS) – Ken Cretney, President & CEO BC Housing (JERI) – Sara Goldvine, VP Communications <p>s.13</p>
July 8, 9:30 – 11:00 Session 14	Other Universities: <i>Minister Kang, Minister Whiteside and Parliamentary Secretary Mercier attended</i> <ol style="list-style-type: none"> BCIT - Kathy Kinloch, President Kwantlen Polytechnic University – Sandy Vanderburgh, Provost and VP, Academic; Marlyn Graziano, VP, External Affairs Vancouver Island University – Dr. Deborah Saucier, President and Vice-Chancellor Emily Carr University of Art and Design – Gillian Siddall, President and Vice-Chancellor Capilano University – Debbie Carter, VP, Finance and Administration University of the Fraser Valley – Craig Toews, Vice-President, External Nicola Valley Institute of Technology – Ken Tourand, President Justice Institute of BC – Michel Tarko, President and CEO <p>s.13</p>



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July 8, 1:00 – 2:30 Session 15	Research Universities' Council of BC: <i>Minister Kang, Parliamentary Secretary Mercier and Parliamentary Secretary Bailey attended</i> <ol style="list-style-type: none"> 1. Lead: Max Blouw, President, Research Universities' Council of BC 2. Thompson Rivers University - Dr. Brett Fairbairn, President and Vice-Chancellor 3. University of Northern BC - Dr. Geoffrey Payne, Interim President 4. Simon Fraser University - Dr. Joy Johnson, President and Vice-Chancellor 5. Royal Roads University - Dr. Philip Steenkamp, President and Vice-Chancellor 6. University of Victoria - Kevin Hall, President and Vice-Chancellor 7. University of BC - Santa Ono, President and Vice Chancellor

Week of July 12 – 16:

Date	Stakeholder Organizations
July 12, 12:30 – 2:00 Session 16	Gender Equity Grouping <i>Parliamentary Secretary Grace Lore attended</i> <ol style="list-style-type: none"> 1. BC Tech Association (JERI) - Jill Tipping, President & CEO 2. DIVERSEcity Community Resources Society (JERI) - Neelam Sahota, CEO 3. YWCA National (FIN) - Anjum Sultana, National Director of Public Policy & Strategic Communications 4. Institute for Gender and the Economy, University of Toronto (FIN) - Alyson Colón, Associate Director 5. Women's Enterprise Centre (JERI) - Jill Earthy, CEO 6. BC Centre for Women in Trades (JERI) - Karen Dearlove, Executive Director 7. \$10 A Day Childcare (PSL) - Lynell Anderson 8. Minerva Foundation - Tina Strehlke, CEO 9. Feminist Mobilization and Economic Empowerment project at SFU - Dr. Laurel Weldon, Primary Investigator and Distinguished SFU Professor 10. The Forum – Paulina Cameron, CEO

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July 12, 2:30 – 4:00 Session 17	Youth Grouping <i>Special Advisor to the Premier on Youth Brittney Anderson</i> 1. Meal Exchange - Suman Roy, Executive Director 2. Youth Climate Corps - Robyn Duncan, Executive Director 3. Global Shapers Vancouver - Alex Mitchell, Government Relations 4. First Call BC – Adrienne Montani, Provincial Coordinator 5. Sustainabiliteens – Harrison Johnston 6. LG Youth Advisory Council - SJ Hawse, Co-Chair 7. Moment Energy – Sumreen Rattan, COO s.13
July 13, 9:00 – 10:30 Session 18	City of Vancouver Invitees <i>Minister of State for Trade George Chow attended</i> <i>Minister of Municipal Affairs Josie Osborne attended</i> 1. City of Vancouver – Mayor Kennedy Stewart 2. Atira Women’s Society - Janice Abbott, CEO 3. Community Impact Real Estate - Steven Johnston, Executive Director 4. Complex Projects Consulting Inc - Monica Morgan, Director and Owner 5. Hogan’s Alley Society - Stephanie Allen, Director 6. Vancouver VR/AR Association - Dan Bugar, President & Founder 7. Vancouver Film Studios - Pete Mitchell, President 8. BC Restaurant and Foodservices Association – Ian Tostenson, President & CEO 9. BC Non-Profit Housing Association (JERI) - Jill Atkey, CEO



	<p>10. \$10 A Day Childcare (PSL) - Sharon Gregson</p> <p>11. Greater Vancouver Board of Trade (JERI) - Bridgitte Anderson, President & CEO</p> <p>12. Simon Fraser University - Dr. Joy Johnson, President and Vice-Chancellor</p> <p>13. BC Tech Association - Jill Tipping, President & CEO</p> <p>14. Robin Ciceri, VP External Relations on behalf of President Santa Ono</p> <p>s.13</p>
<p>July 13, 11:00 – 12:30</p> <p>Session 19</p>	<p>Mix and Match Grouping 7</p> <p><i>Minister of State for Trade George Chow attended</i></p> <ol style="list-style-type: none"> 1. HR Tech Group (MUNI) - Stephanie Hollingshead, CEO (rescheduled) 2. United Way Lower Mainland (SDPR) – Mary Ellen Schaafsma, Director of the Social Purpose Institute 3. BC Stone, Sand & Gravel Association (EMLI) – Dani Miller, President 4. Hydrogen BC - Canadian Hydrogen and Fuel Cell Association (EMLI) - Matthew Klippenstein, Branch Manager, Hydrogen BC; Regional Manager, Western Canada 5. AbCellera (JERI) – Andrew Booth, CFO 6. Council of Canadian Innovators – Tessa Seager, Director, Government Affairs – BC 7. Futurpreneur – Andrea Welling, Regional Director – BC 8. Buy Social Canada – Kristi Fairholm-Mader, Director, Innovation and Initiatives (TBC) 9. BC Women’s Health Foundation (JERI) - Genesa Greening, President and CEO <p>s.13</p>



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July 14, 1:30 – 3:00 Session 20	BC Federation of Labour <i>Deputy Minister Hughes and Dr. Thomas Marois, Institute for Innovation and Public Purpose attended</i> <ol style="list-style-type: none"> 1. BC Federation of Labour - Laird Cronk, President 2. BC Federation of Labour - Sussanne Skidmore, Secretary-Treasurer 3. B.C. General Employees' Union - Stephanie Smith, President (tentative) 4. Canadian Union of Public Employees - Karen Ranalletta, President 5. Federation of Post-Secondary Educators of BC - Brent Calvert, President 6. Health Sciences Association of BC - Kane Tse, President 7. International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts - Phil Klapwyk, Business Representative 8. United Food Commercial Workers' International Union - Kim Novak, President 9. Canadian Labour Congress – Orion Irvine, Regional Director 10. International Brotherhood of Electrical Workers – Doug McKay, Business Manager / Financial Secretary 11. Maritime Workers Council; International Longshore and Warehouse Union Canada – Robert Ashton, President 12. Hospital Employees' Union - Barb Nederpel, President 13. Movement of United Professionals - David Black, President 14. MoveUp - Karen Caston, Director, Executive Administration s.13
July 15, 9:30 – 11:00 Session 21	Rural & Remote Grouping <i>Minister Beare and Parliamentary Secretary Russell attended</i> <ol style="list-style-type: none"> 1. Shuswap Economic Development Society - John Reed, Executive Director 2. Nadina Community Futures - Kim Martinsen, General Manager 3. Northern Development Initiative Trust - Joel McKay, Executive Director 4. University of Northern BC Community Development Institute - Dr. Greg Halseth, Co-Director and Canada Research Chair in Rural and Small Town Studies



	<ol style="list-style-type: none"> 5. Institute for Health System, Transformation & Sustainability - Dr. Alan Ruddiman, Director 6. BC Rural Health Network - Edward Staples, President 7. Columbia Basin Rural Development Institute (Selkirk College) - Dr. Sarah Breen, Regional Innovation Chair 8. Simon Fraser University Community Economic Development Program - Jeremy Stone, Director 9. Community Futures Central Kootenay – Andrea Wilkey, Executive Director 10. Economic Trust of the Southern Interior - Paul Wiest, Business and Economic Development Consultant 11. Island Coastal Economic Trust - Line Robert, CEO 12. Prince Rupert Port Authority - Ken Veldman, VP, Public Affairs & Sustainability <p>s.13</p>
July 15, 12:30 – 2:00 Session 22	Mix and Match Grouping 8 <ol style="list-style-type: none"> 1. STEMCELL Technologies (JERI) – Allan Eaves, President and CEO 2. Traction on Demand (JERI) – Jolene Chan, Chief Impact Officer 3. Telus Health (CITZ / JERI) – Juggy Sihota-Chahil, VP - Consumer Health 4. BC Association of Farmers’ Market (JERI) - Heather O’Hara, ED 5. Board Voice Society (SDPR) - Jody Paterson, Executive Director 6. Outdoor Recreation Council of BC (JERI) - Louise Pederson 7. Technical Safety BC (AG) - Derek Patterson, VP 8. Providence Health Care (JERI) - Fiona Dalton, President & CEO 9. BC Dairy Association (AFF) - Jeremy Dunn, General Manager <p>s.13</p>
July 15, 2:30 – 4:00 Session 23	Business Council of BC Executive Committee <ol style="list-style-type: none"> 1. Co-Lead: Greg D’Avignon, President & CEO 2. Co-Lead: Jeff Zweig, Chair 3. BCBC - Ken Peacock, SVP & Chief Economist 4. BCBC - Cheryl Muir, SVP, Public Affairs & Communications 5. Kerr Wood Leidal – Mark Blamey, President 6. CIBC Capital Markets Inc. – Kathy Butler, Managing Director 7. Earnscliffe Strategy Group – Carling Dick, Account Director 8. Aritzia - David Labistour – Board Director



	<p>9. KPMG LLP – Walter Pela, Managing Partner</p> <p>10. Shell Canada – Susannah Pierce, Country Chair for Canada</p> <p>11. Concert Properties Ltd. – David Podmore, Chairman & CEO</p> <p>12. First West Credit Union – Launi Skinner, President & CEO</p> <p>13. Corix Group – Lisa Sparrow, President & CEO</p> <p>14. Council of Forest Industries – Susan Yurkovich, President</p> <p>s.13</p>
<p>July 16, 8:00 – 9:00</p> <p>Session 24</p>	<p>BC Urban Mayors' Caucus</p> <p><i>Minister Osbourne attended</i></p> <ol style="list-style-type: none"> 1. City of Richmond - Mayor Malcolm Brodie 2. City of Victoria - Mayor Lisa Helps 3. City of Kelowna - Mayor Colin Basran 4. City of Vancouver - Mayor Kennedy Stewart 5. City of Burnaby - Mayor Mike Hurley 6. District of Saanich - Fred Haynes 7. City of Prince George - Mayor Lyn Hall 8. City of Nanaimo - Mayor Leonard Krog 9. City of Kamloops - Mayor Ken Christian <p>s.13</p>

Week of July 19 – 23:

<p>July 19, 9:00 – 10:30</p> <p>Session 25</p>	<p>Mix and Match Grouping 11</p> <ol style="list-style-type: none"> 1. BC Food and Beverage – James Donaldson, CEO 2. LifeSciences BC – Wendy Hulburt, President and CEO 3. Accelerate Okanagan – Thuy Tran, Acting CEO
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	<ol style="list-style-type: none"> 4. Innovation Island – Graham Truaux, ED 5. VIATEC – Dan Gun, CEO 6. Kamloops Innovation, Lincoln Smith, ED 7. AI Association in BC – Steve Lowry, ED 8. Haywood Securities – Kevin Campbell, Managing Director, Investment Banking 9. Impactmic.ca – Peter Elkins, CEO 10. Canadian Centre for Policy Alternatives - Iglia Ivanova, Senior Economist 11. NoW Innovations Canada – Eric Termeunde, Co-Founder <p>s.13</p>
<p>July 19, 11:00 – 12:30 Session 26</p>	<p>Mix and Match Grouping 9</p> <ol style="list-style-type: none"> 1. Association for Mineral Explorations (EMLI) – Kendra Johnston, President & CEO 2. Presidents Group (JERI) – Yat Li, Lead Consultant 3. Vancity (SDPR) - Jonathan Fowlie, Chief External Relations Office 4. BC Alliance for Arts + Culture (SDPR) - Brenda Leadlay, Executive Director 5. BC Social Enterprise Network - Rupert Downing, Director 6. Pacific Institute for Climate Solutions - Dr. Bentley B. Allan, Associate Director 7. The Indigenomics Institute (JERI) - Carol Anne Hilton, Founder and CEO 8. TD Bank Group - Kevin Hamaoka, VP, Pacific District, Commercial Banking 9. GCJE Projects Ltd. - Greg Caws, Advisor, Mentor and Director 10. Change Healthcare - Tomer Levy, VP Global R&D, Enterprise Imaging 11. D-Wave - Allison Schwartz, Global Government Relations and Public Affairs Lead <p>s.13</p>



	<ul style="list-style-type: none"> • Central 1 Credit Union - Sheila Vokey, Interim President and CEO
July 19, 1:00 – 2:30 Session 27	Mix and Match Grouping 10 <ol style="list-style-type: none"> 1. Metro Vancouver Regional Economic Prosperity Service (JERI) - David Flaks, President 2. YWCA Metro Vancouver (FIN) – Amy Juschka, Director of Communications and Advocacy 3. Shaw Communications (JERI) – Kiersten Enemark, Government Relations Director, BC (tentative) 4. RADIUS (JERI) - Shawn Smith, Co-Founder 5. Backcountry Lodges of BC Association (JERI) – Brad Harrison, Executive Director 6. Canadian Wood Council (JERI) - Lynn Embury-Williams, Executive Director 7. Canadian Association of Exposition Management (JERI) - Bianca Kennedy, President 8. Ecotrust Canada - Chuck Rumsey, President & CEO 9. Metal Tech Alley (ENV) - Jacomien van Tonder, Project Coordinator 10. Vancouver Economic Commission (ENV) - Meg O'Shea, Senior Manager, Economic Transformation 11. Globe Foundation (ENV) - Dr. John Wiebe, President and CEO <p>s.13</p>
July 21, 10:00 – 11:30 Session 28	Multicultural Communities <i>Parliamentary Secretary Rachna Singh attended</i> <ol style="list-style-type: none"> 1. Hua Foundation – Christina Lee, Manager of Operations and Special Projects 2. Vietnamese Professional Association – Andy Pham, Anti-Racism Committee 3. Black Entrepreneurs and Business Society – Jackee Kasandy, Founder 4. Voices of Muslim Women - Aisha Amijee, President 5. Vancouver Asian Film Festival Society - Barbara Lee, Founder & President 6. BC Association of Aboriginal Friendship Centres - Leslie Varley, Executive Director 7. The Inclusion Project - Zara Chaudhry, Program Manager 8. Refugee Livelihood Lab - Nada El Masry, Program Manager 9. Canada China BC Council - BC Chapter - Philippe Jeanneau, Director <p>s.13</p>



	<ul style="list-style-type: none"> • Society of Punjabi Engineers and Technologists of BC - Jasmeet Chahal, President • Shia Ismaili Community - Farouq Manji • Society of Iranian Canadian Professionals of BC • Punjabi Market Regeneration Collective - Gulzar Nanda, Chair • Black Women Connect Vancouver - Nataizya Mukwavi, Founder • Black Vote Matters, Hogan's Alley - Petros Kusmu, Consultant • Canada Korea Business Association - Sung Van, President • BC Asian Restaurant Café Owners Association - David Chung, President and William Tse, Director & Chief Secretary
July 22, 9:00 – 10:30 Session 29	Union of BC Municipalities (UBCM) <i>Minister Osborne and Thomas Marois, IIPP attended</i> <ol style="list-style-type: none"> 1. Councillor Brian Frenkel, Vanderhoof, UBCM President 2. Marylyn Chiang, UBCM Senior Policy Analyst 3. Mayor Angela Qualizza, Fernie, UBCM Third Vice President 4. Councillor Laurey Anne Roodenburg, Quesnel, UBCM First Vice President 5. Councillor Trish Mandewo, Coquitlam, Vancouver Metro Area Representative 6. Councillor Jen Ford, Whistler, UBCM Second Vice President 7. Councillor Sadie Hunter, Kamloops, Director at Large 8. Councillor Craig Hodge, Coquitlam, Metro/GVRD rep

Week of July 26 – 30:

Date	Stakeholder Organizations
July 26 – 30	No meetings

Week of August 2 – 6:

Date	Stakeholder Organizations
August 4, 10:00 – 11:30 Session 30	Mix and Match Grouping 12 <ol style="list-style-type: none"> 1. Canada Plastics Pact (ENV) - George Roter, Managing Director 2. National Zero Waste Council (ENV) – Ann Rowan, Sustainability Strategist & Corporate Strategies Manager 3. Next Up - Seth Klein, Co-Founder 4. Central Okanagan Economic Development Commission - Krista Mallory, Manager 5. Kootenay Boundary Community Services Co-operative - Janice Murphy, Executive Director



	<ol style="list-style-type: none"> 6. Early Childhood Educators of BC - Emily Gawlick, Executive Director; 7. Women's Equity Lab - Stephanie Andrew 8. Canada's LGBT+ Chamber of Commerce - Dale McDermott, COO 9. Alacrity Canada – Richard Egli, Managing Director <p>s.13</p>
August 4, 1:30 – 3:00 Session 31	Rural Mayors Grouping <i>Minister Osborne and Parliamentary Secretary Russell attended</i> <ol style="list-style-type: none"> 1. District of Mackenzie - Mayor Joan Atkinson 2. City of Fort St. John - Mayor Lori Ackerman 3. City of Port Alberni - Mayor Sharie Minions 4. Town of Ladysmith - Mayor Aaron Stone 5. City of Duncan - Mayor Michelle Staples 6. City of Merritt - Mayor Linda Brown 7. Town of Osoyoos - Mayor Sue McKortoff 8. District of Clearwater - Mayor Merlin Blackwell <p>s.13</p>
August 5, 8:30 – 10:00 Session 32	BC Chamber of Commerce Network <i>BC Chamber of Commerce:</i> <ol style="list-style-type: none"> 1. Fiona Famulak, President and CEO 2. Joelle Westlund, Chair 3. Dr. Greg Thomas, Vice Chair 4. Vivek Sharma, Director 5. Michaela Bjorseth, Director 6. Aleece Laird, Immediate Past Chair 7. Arlene Rolston, Director <i>Regional Chambers of Commerce:</i> <ol style="list-style-type: none"> 8. Kiel Giddens, Prince George, 9. Pete Bourke, Columbia Valley 10. Tom Thomson, Nelson & District 11. Katerina Anastasiadis, Abbotsford



	<ol style="list-style-type: none"> 12. Colleen Clark, Greater Langley 13. Patrick Stafford-Smith, North Vancouver 14. Dan Baxter, Richmond 15. Melissa Pace, Whistler 16. Kathleen Connolly, Dawson Creek & District 17. Bev Vandersteen, Fort Nelson & District 18. Dan Rogers, Kelowna 19. Acacia Pangilinan, Kamloops 20. Stacey Brensrud, Revelstoke 21. Kim Smythe, Greater Nanaimo 22. Elizabeth Aman-Hume, Port Hardy & District <p>s.13</p>
<p>August 5, 1:30 – 3:00 Session 33</p>	<p>Mix and Match Grouping 13</p> <ol style="list-style-type: none"> 1. RBC Royal Bank - Martin Thibodeau, Regional President BC 2. Go2HR – Krista Bax, CEO 3. Public and Private Workers of Canada – Gary Fiege, President 4. BC Wildlife Federation - Chuck Zuckerman, President 5. SPARC BC (Social Planning and Research Council) - Temitope Akinwumi, Executive Operational Lead/ Manager, Finance and Administration 6. VANTEC Angel Network / E-Fund – Peter Wilkins 7. Southern Interior Local Government Association – Mayor Toni Boot, Vice President 8. South Island Prosperity Project - Dallas Gislason, Director of Economic Development <p>s.13</p>

BC Economic Plan Indigenous Engagements (September 2021 – February 2022)

Indigenous Organizations/Nations		Meeting Date	Meeting Lead
1.	First Nations Financial Management Board	Sep 20, 2021	Minister Kahlon
2.	First Nations Tax Commission	Sep 20, 2021	Minister Kahlon
3.	Metis Nation BC	Sep 22, 2021	Minister Kahlon
4.	Maa-nulth First Nations (5) – Huu-ay-aht, Ka:'yu:'k't'h'/Che:k'tles7et'h', Toquaht, Uchucklesaht, Yuułu?it?ath	Sep 27, 2021	Minister Kahlon
5.	Tsawwassen First Nation	Oct 1, 2021	Minister Kahlon
6.	First Nations Leadership Council (3) – BC Assembly of First Nations; Union of BC Indian Chiefs; First Nations Summit	Oct 1, 2021	Minister Kahlon
7.	First Nations Major Projects Coalition	Oct 1, 2021	Minister Kahlon
8.	Indigenous Business Development Centres (3) – Kootenay Aboriginal Business Development Agency (KABDA); Northeast Aboriginal Business Centre (NEABC); Aboriginal Business and Community Development Centre (ABCDC)	Dec 6, 2021	ADM Rathbone
9.	Indigenous Community Futures Development Corporations (3) – CFDC of Central Interior First Nations; Haida Gwaii CF; Sto:lo CF	Dec 7, 2021	ADM Rathbone
10.	New Relationship Trust	Dec 7, 2021	ADM Rathbone
11.	BC Association of Aboriginal Friendship Centres	Dec 8, 2021	ADM Lesiuk
12.	First Nations Finance Authority	Dec 13, 2021	ADM Lesiuk
13.	National Consortium for Indigenous Economic Development (UVIC)	Dec 14, 2021	ADM Lesiuk
14.	Tahltan Central Government	Dec 15, 2021	ADM Lesiuk
15.	Aboriginal Financial Officers Association	Dec 17, 2021	ADM Rathbone
16.	First Nations Lands Advisory Board	Dec 17, 2021	ADM Lesiuk
17.	First Nations Business Development Association	Jan 5, 2022	ADM Lesiuk
18.	Tulo Centre of Indigenous Economics	Jan 6, 2022	ADM Lesiuk
19.	Squamish Nation (Nch'Kay Development Corporation)	Jan 12, 2022	ADM Lesiuk
20.	Williams Lake First Nation	Feb 23, 2022	ADM Lesiuk
21.	Ktunaxa Nation Council (pending)	Mar 24, 2022	ADM Lesiuk

Total pre-announcement engagements: 19

Indigenous organizations engaged (pre-announcement): 20

Indigenous nations engaged (pre-announcement): 9

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Withheld pursuant to/removed as

s.12 ; s.13

BC Economic Plan: Indigenous Engagements Summary

This summary captures feedback from Indigenous engagements conducted between November 2021-January 2022 with the following Indigenous organizations and First Nations.

- Aboriginal Financial Officers Association of BC (**AFOABC**) December 17, 2021
- BC Association of Aboriginal Friendship Centres (**BCAAFC**) December 8, 2021
- First Nations Business Development Association (**FNBDA**) January 5, 2022
- First Nations Finance Authority (**FNFA**) December 13, 2021
- First Nations Lands Advisory Board (**FNLAB**) December 17, 2021
- Indigenous Business Development Centres (**IBDCs**) December 6, 2021
- Indigenous Community Futures Development Corporations (**CFDCs**) December 7, 2021
- National Consortium for Indigenous Economic Development (**NCIED**) December 14, 2021
- New Relationship Trust (**NRT**) December 7, 2021
- Squamish Nation (**Nch'Kay Development Corporation**) January 12, 2022
- Tahltan Central Government (**TCG**) December 15, 2021
- Tulo Centre of Indigenous Economics (**Tulo**) January 6, 2022

Barriers & Challenges

Critical Infrastructure Shortages

- Internet connectivity is an essential piece of infrastructure in BC for safety and security, and education, healthcare, and economic services; the pandemic has demonstrated its importance
- Many First Nations, especially rural and remote communities, have limited connectivity or no connectivity at all, which is detrimental to community development s.13
- Connectivity, clean water, roads, and other transportation infrastructure are scarce and/or vulnerable to breakdowns in most of Northern and rural BC s.13
- Underdevelopment of critical infrastructure such as transportation and telecommunications has created considerable obstacles to education, employment, and economic development s.13

Financial Illiteracy

- Economic development activity may seem misaligned to a band's vision or focus for the future, due to a lack of understanding of the potential benefits of economic development s.13
- Financial illiteracy renders individuals unable to meaningfully participate in the economic development of their communities because they don't understand the financial implications of economic decisions s.13
- Many large projects are tabled or postponed when Councils are unable to understand or explain aspects of a project to members (e.g., financing implications, environmental footprint)
 - Most communities require external expertise to communicate both the technical details and the economic opportunities associated with a project for it to proceed (s.13)

- Indigenous communities still struggle with financial literacy that must be addressed before they can build their economies, grow businesses, and encourage innovation s.13

Funding Inefficiencies

- Funding often comes with strings attached, with different levels of government dictating what the organization can spend money s.13
- First Nations and Indigenous organizations often feel that government programs serve government's interests and more so than the needs of Indigenous people. This leads to unsatisfactory outcomes for both First Nations and BC. s.13
- Committed funds can take months to arrive; this unreliability is a huge barrier to effective operation s.13
- Issues arise when certain funding is earmarked for activities on reserve, but there is demand or opportunity for off-reserve investment and activity s.13
- Many communities are subject to short-term funding cycles which limits their ability to create long-term plans. Infrastructure and major projects have multi-decade timelines s.13
- Many communities lack the revenue and equity to access financing for projects (
- Banks and credit unions want to support Indigenous peoples and communities, but their policies don't allow them to "walk the talk" s.13
- Communities are unable to service loans for projects during the construction phase, creating a cashflow problem and limiting the ability of Indigenous communities to seize opportunities that would otherwise generate revenues and capacity s.13
- The lack of a central body to coordinate provincial and federal messaging around programs and funding creates a disjointed cumbersome system which is difficult for nations to navigate s.13

Lacking Supports for Indigenous Entrepreneurs and Business Development

- Connectivity, mobility, social supports, and financing options hinder both entrepreneurs and the delivery of business services by Indigenous organizations s.13
- Unincorporated businesses are still unable to access government supports s.13
- Many Indigenous businesses operate under the table and are difficult to convince to register as a formal business. As a result, they miss out on many government programs s.13
- Patriarchal systems in many communities mean Indigenous women often require their spouse's permission to access business loans. This is a barrier to business development if a spouse is unwilling to sign-off on a loan s.13
- Proper training is needed for Business Development Officers s.13 , including addressing racism, cultural sensitivity and becoming trauma informed s.13
- Indigenous peoples often don't have collateral or a credit history which would allow them access to non-traditional lenders; on-reserve businesses in particular, are not able to establish credit s.13

Excessive Administrative Requirements



- Indigenous-specific funding programs are discriminatory and burdensome
 - There are more “hoops” (additional steps, proof of membership/identity/etc. and related red tape) for Indigenous funding
 - Often, equivalent non-Indigenous funding streams have easier application processes and more supports available along the way s.13
- Administrative burdens faced by FNs (e.g., multi-page fillable PDF applications) are sometimes beyond the means or professional capacity of community staff s.13

Building Sustainable Capacity

- Indigenous communities need assistance in identifying/assessing economic opportunities
- Most communities are small and don’t have the resources to research the viability of new economic opportunities or undertake the nuanced details of business development work s.13
- Indigenous communities often lack the necessary administrative capacity and are unable to acquire the expertise to pursue or participate in long-range, large scale projects s.13
- Governance and capacity-building go hand in hand s.13
- Building capacity can be difficult as Indigenous title is not fully defined in this province; there will need to be a strong focus on DRIPA implementation as we move forth in economic reconciliation s.13

Revenue Sharing

- Short-term and ad hoc approaches mean revenue sharing measures and policies quickly become obsolete and don’t fit the current circumstances of a given economic sector

Opportunities

Building Long-Term Relationships Through Economic Opportunity and Reconciliation

- Ongoing relationship-building is required between Indigenous communities and the Province
 - The Province should avoid “drop-in/drop-out” approach to projects and engagement with Indigenous communities, and focus on long-term relationship building s.13
- First Nations shouldn’t have to assert their jurisdiction in order to have their voices heard; Indigenous voices must be included from the beginning s.13
- Meaningful Indigenous participation in reconciliation will be increasingly realized as the processes of reconciliation are decolonized; processes must be collaboratively created and Indigenous led s.13
- Government processes often prohibit meaningful inclusion of those who can’t or won’t follow colonial structures. Processes can be improved by:
 - Challenging legislative frameworks
 - Challenging internal processes
 - Challenging internal policies s.13

Improving Access to Funding



- Create an intergovernmental (Indigenous-Federal-Provincial) panel or board which handles guidance on funding opportunities and program navigation (e.g., Pathfinders Table) s.13
- Indigenous engagement needs to consider the different starting place and approach of First Nations, which would in turn shape program development and criteria and result in Indigenous-specific offerings
- Create a system which allows funding to be carried year-over-year, with the flexibility to apply it where its most needed, to address the realities of providing services s.13
- Capital project funding terms should be tied to the life of the project rather than the term of Chief and Council to provide an assurance of project continuity s.13
- Providing a basic level of research funding for communities to learn about and act upon opportunities may unlock more economic activity and would promote trust and economic reconciliation s.13

Infrastructure Growth that Supports CleanBC Targets

- Power/electricity distribution is inequitable to many rural and remote communities, and is vulnerable to climate change
 - Climate resiliency is a long-term investment that cannot be ignored s.13
- Economic recovery and planning must keep in mind the effects of climate change (heat dome, fires, floods) that have been devastating on Indigenous communities s.13
- A concerted effort should be made to build sustainable infrastructure that supports all communities. An added benefit will be removing the barriers that result from a lack of infrastructure s.13

Providing Institutional Supports and Building Capacity

- Appropriate institutional supports need to be provided to assist Indigenous communities and Nations where they are at in their community planning and development journeys s.13
- Bring stakeholders together to reduce duplication of efforts between the Province, Indigenous communities, and other organizations and ensure a coordinated approach s.13
- Investments in education (e.g., financial literacy training) are needed to provide community leaders with the knowledge and support to make sound decisions, and enable community members to participate in economic development conversations s.13
- There is a range of capacity needs between communities in long-term economic planning
 - Some Indigenous communities are well-equipped and proactive, others are not. It often depends on the location of the Nation, their land base, and the sources of revenue available to them
 - Understanding the unique needs of each community is essential to providing appropriate supports s.13
- Comprehensive Community Plans s.13 are generally informed by widespread community consultation. The Province should review these before engaging with Indigenous communities to better understand their needs s.13

- Take a more symbiotic approach to understanding the economic direction of the province and high-demand sectors/activities; use this information to direct education and development in a way that meets the needs of all parties s.13

Supporting Indigenous Business

- Government programs should be available to unincorporated businesses s.13
- Many large-scale community projects are contracted to providers from outside the community
 - A government liaison could be assigned to divide the project into smaller, more manageable components, to better leverage local procurement where possible s.13
- Look at the contribution of Indigenous business to the regional economy across all regions in BC, and better understand how the 'outside' economy affects Indigenous business
 - Having this data would build a business case for investment in Indigenous business s.13
- Bring together entrepreneurs, communities and appropriate institutional supports with a focus on building up key industries s.13
- Many entrepreneurs are small homemaker businesses, such as basket weavers or carvers, who are not ready or willing to scale-up their business or grow outside of their local market s.13

Renewed Approach to Revenue Sharing

- BC, Canada and Indigenous leadership need to establish greater clarity on the intent and purpose of revenue sharing over the longer term, as well as resources for First Nations to co-develop and negotiate arrangements s.13

Supporting Self-Determination

- Increased capacity in governance will enable First Nations to move towards self-determination; working with 10 First Nations in BC on a "Roadmap to Nationhood" s.13
- In the interim, while nations and decision-making processes are defined, work with trusted Indigenous institutions and focus on building up key industries s.13
- The Province can help facilitate and foster community economic plans by:
 - Providing tools and funding to enable communities to develop their own strategies
 - This approach enables communities to guide the process and decide their priorities
 - The Province should be willing and able to facilitate projects and priorities within the community economic plans to help communities achieve their unique goals s.13
- Greater internal governance helps to create greater stability for First Nations s.13
- To aid in stronger community governance, First Nations should be able to communicate their financial statements in a way that is meaningful to them and their communities
 - Currently, First Nations must follow the Canadian standard of a centralized reporting system, however, this system is largely misunderstood among leadership and communities
 - A shift to a decentralized system for First Nations could allow for flexibility and greater financial understanding s.13

Integrating Indigenous Worldviews in BC's Economic Development

- Indigenous values (environment, social, economic) need to be integrated into economic development practices s.13
- Indigenous wealth is about sharing, rather than accumulating s.13
- Every community and Nation will have its own unique way of knowing, doing and being. It is important to build an understanding of each unique community and their needs vis-à-vis their worldviews s.13

Creating Pathways for Economic Inclusion and Collaboration

- To move forward the Province and First Nations need to find a pathway to continuous dialogue that respects and accounts for the material and functional differences between nations s.13
- s.13 has a professional network throughout BC that can gather opinions and perspectives from qualified individuals to help advance the conversation of economic strategy
- First Nations are behind in pretty much every sector of the economy and change is so rapid that any gains are becoming less relevant; Structural/institutional innovations like the proposed Centre of Excellence for Indigenous Economics will help First Nations to engage and adapt to changing circumstances s.13
- Long-term Indigenous inclusion should move towards shared decision-making rather than consultation (s.13)
- Best to approach First Nations directly on economic development; hold regional meetings close to where First Nations live s.13
- In terms of pathways to collaboration, province will need to work at multiple levels:
 - With FN institutions on *policy* and capacity
 - With FN governments on *projects* and capacity s.13

THEMES from Economic Plan Indigenous Engagements

Barriers & Challenges

Critical Infrastructure Shortages

Scarcity of internet and cellular connectivity and poor transportation infrastructure in rural and remote communities severely inhibit economic development, as well as access to education, healthcare, and undermining community safety and security.

Financial Illiteracy

Financial literacy must be improved in Indigenous communities to build their economies, grow businesses, and encourage innovation.

Funding Inefficiencies

The criteria, cycles and administrative requirements for funding programs are typically not aligned with First Nations realities, creating a barrier to effective operations.

Administrative Burdens

Indigenous applicants seeking government funding programs often face more complicated application processes than non-Indigenous applicants. The current system does not support successful outcomes and may exclude some communities that lack administrative capacity.

Building Sustainable Capacity

Indigenous communities often lack the staff capacity or financial resources to develop or obtain expertise to pursue long-range, large-scale projects.

Opportunities

Building Long-Term Relationships

Building enduring, trust-based and collaborative relationships with all Indigenous peoples, including organizations and First Nations, is paramount to Indigenous economic prosperity and reconciliation.

Equitable and Improved Access to Funding

Create an equitable system for program funding that recognizes the realities of providing services and financing to Indigenous communities, individuals, and businesses.

Economic Plan 2022

Equitable Infrastructure Growth

Delivering sustainable and resilient connectivity, utilities, and transportation infrastructure to rural and remote communities will create equitable economic development opportunities and growth.

Investing in Building Community Capacity

Support and coordinate with Indigenous organizations that lead capacity-building in self-governance, economic development and entrepreneurialism, and drive Indigenous-led institutional innovation.

Supporting Indigenous Business

Co-design and support Indigenous-led programs that help Indigenous businesses overcome systemic barriers, measure the Indigenous contribution to regional economies and build up key industries.

Supporting Indigenous Self-Determination

Pursue options to expand self-determination, including increasing jurisdiction and capacity for governance over finances, land and resources; through treaty, reconciliation, shared decision-making, and self-government agreements.

Integrating Indigenous Worldviews in BC's Economic Development

Recognize and integrate Indigenous values (environmental, social, economic) in economic development planning, programs and practices while respecting the unique perspectives of each Indigenous community.

Creating Pathways for Economic Inclusion and Collaboration

Establish, support and/or enhance pathways for Indigenous economic inclusion and collaboration at the local, regional (e.g., economic forums) and provincial (e.g., an economic council) levels. Work with Indigenous nations on projects, Indigenous institutions on policy, and with both on capacity.



Summary of Engagement Sessions

Summer 2021



Ministry of
Jobs, Economic Recovery
and Innovation



Overview



INNOVATION



INCLUSION



SUSTAINABILITY

- **From June to August 2021** - ‘kitchen table” virtual engagement sessions with public stakeholders from across BC including business groups, labour, post-secondary institutions, not-for-profit organizations, and local government to seek input on the economic plan.
- **Purpose** - identify themes and feedback to support achieving a more inclusive, sustainable and innovative economy and addressing key societal challenges.
- **Indigenous Engagement** - An ongoing dialogue with Indigenous leaders and partners on a renewed approach economic self-determination is central to B.C.’s economic future. This renewed engagement approach is beginning with discussions with Indigenous leadership and economic organizations and Treaty Nations in September 2021.



Participant Summary

ECONOMIC PLAN

Themed groupings:

- Innovation Companies
- Gender Equity Grouping
- Youth Grouping
- Rural & Remote Grouping
- Multicultural Communities
- Rural Mayors Grouping
- Select Crown Organizations
- City of Vancouver Invitees

Pre-existing grouping:

- Small Business Roundtable
- Climate Solutions Council
- Innovate BC Board of Directors
- Digital Technology Supercluster Board
- Post-secondary Institutions
- BC Federation of Labour
- Business Council of BC Executive Committee
- BC Urban Mayors' Caucus
- Union of BC Municipalities
- BC Chamber of Commerce Network

Mix and Match groupings: 13 'mix and match' style groupings were conducted, which brought together diverse stakeholders and partners from business, industry, thought leaders, Indigenous organizations and non-profit organizations



Session Summary





Engagement Questions

ECONOMIC PLAN

QUESTIONS

1. What global trends are you watching and how might they impact British Columbia's economy over the next decade? Are environmental, social, and governance values (ESG) important to these trends?
2. Where do you see opportunities for innovation and growth in our economy? Where does British Columbia have an advantage and what kinds of goals could be achieved?
3. What are the conditions that need to be in place for innovation and growth to happen?
 - a. What successful projects, services or products can we build on? Where do you see existing partnerships or opportunities for collaboration?
 - b. What barriers currently hamper innovation and growth, both non-financial and financial? What could government do to help address these challenges?
4. What actions would you prioritize to support equity and inclusion in the economy?





Diversity and Inclusion

ECONOMIC PLAN

What We Heard

KEY ISSUES

1. Indigenous reconciliation and participation

Participants in agreement that cultivating reconciliation with Indigenous peoples is imperative. Calls for better access to high-speed internet for Indigenous communities, noting a need for increased collaboration, and acknowledged the importance of enabling Indigenous peoples to participate in all aspects of the economy.

2. Childcare is foundational

Availability and affordability of childcare is an area of concern for many participants. Access to childcare has multiple benefits associated with gender equity, the wellbeing of children, and the economy.





Diversity and Inclusion (cont'd)

ECONOMIC PLAN

What We Heard

KEY ISSUES

3. Ensuring a Skilled Workforce

Need to further policies and programs that attract and retain talent across sectors, through innovation and competition globally.

Difficulty in retaining talent linked to housing affordability, students moving outside the province, poor or unaffordable rural broadband connectivity, lack of childcare and foreign credential recognition.

4. Increased immigration

Participants highlighted immigration can help address the labour shortage and increase diversity of the workforce.

Better support for immigration could include ensuring the availability of foundational infrastructure, fast-tracking those with in-demand skills, and other supports for newcomers.





Sustainability

ECONOMIC PLAN

What We Heard

KEY ISSUES

1. Immediate and bold action to address the climate emergency

Desire for action by the province to mitigate and adapt to the climate emergency; continuing to develop and export the products, expertise, and services needed by other jurisdictions to reach their climate action targets.

Future proofing small and medium sized communities, developing the provincial circular economy, and harnessing new clean technologies are all opportunities for BC.

2. Further embedding and promoting the province's ESG values.

The rising importance of ESG for many global companies is a tremendous opportunity to showcase our ESG advantages in order to attract investment and future growth.





Innovation and Economic Growth

ECONOMIC PLAN

What We Heard

KEY ISSUES

1. Affordable housing for workers and families

Housing affordability, particularly in urban centres such as Metro Vancouver, was raised as a top concern and key barrier to investment in B.C.'s economy, and employers' ability in attracting and retaining talent.

2. A modern intellectual property strategy

Need for sustainable initiatives in B.C. were identified as necessary to keeping talent and IP in the province. Groups noted that there has been a greater shift from tangible to intangible economy, however policy infrastructure has not kept pace with this shift.

3. Social impact investing

Need to look at social impact investing, cross sectoral opportunities working with corporate and government to create unique model.

4. Digitization

Need for attracting investment and ease of access to capital for technology start-ups to develop innovative products in the province.





Innovation and Economic Growth (cont'd)

ECONOMIC PLAN

What We Heard

5. Connecting Indigenous, rural and remote communities to affordable, high-speed internet

Need for wider and better internet connectivity in the many Indigenous, rural and remote communities. Groups noted that this would benefit Indigenous entrepreneurship, improved access to digital health technologies, and employer-access to diverse talent.

6. Supporting an emerging urban to rural migration of workers

Need for infrastructure development and enhancement to support the rise in flexible working arrangements. The shift away from urban cores presents a potential opportunity for provincial economic diversification, as well as a challenge for rural communities.



KEY ISSUES



Thank you!



Ministry of
Jobs, Economic Recovery
and Innovation