

**From:** [Meggs, Geoff PREM:EX](#)  
**To:** [Aaron, Sage PREM:EX](#)  
**Subject:** RE: For Review: Quote in Diversity and Inclusion Action Plan NR  
**Date:** Monday, November 20, 2017 2:07:47 PM

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yes

GEOFF MEGGS  
Chief of Staff, Office of the Premier  
West Annex, Parliament Buildings,  
501 Belleville St, Victoria, BC V8V 2L8  
(250) 356-6271

-----Original Message-----

From: Aaron, Sage PREM:EX  
Sent: Monday, November 20, 2017 2:04 PM  
To: s.17 Meggs, Geoff PREM:EX  
Subject: For Review: Quote in Diversity and Inclusion Action Plan NR

Quote in the news release announcing the Diversity and Inclusion Action plan for the BC Public Service.

For Immediate Release Ministry of Finance [release number]

Nov. 21, 2017  
Advancing diversity and inclusion in the BC Public Service

VICTORIA – Premier John Horgan announces a new Diversity and Inclusion Action Plan to attract, develop and retain diverse talent to the BC Public Service.

“B.C. communities are strengthened by our rich diversity, and increased participation by all citizens is vital to building a strong social and economic future that works for everyone,” Premier Horgan said. “That’s why we created the new Diversity and Inclusion Action Plan — to ensure the BC Public Service reflects our communities and the British Columbians we serve.”

**From:** [Spilker, Robyn FIN:EX](#)  
**To:** [Aaron, Sage PREM:EX](#); [Holmwood, Jen PREM:EX](#); [McConnell, Sheena PREM:EX](#)  
**Cc:** [Gillezeau, Rob FIN:EX](#)  
**Subject:** For review: Diversity Plan NR and Premier's quote  
**Date:** Monday, November 20, 2017 12:32:09 PM  
**Attachments:** [NR\\_PO\\_PSA Diversity and Inclusion Action Plan FINAL.docx](#)  
[CM\\_PSA Diversity & Inclusion Action Plan Nov 2017 FINAL.docx](#)  
**Importance:** High

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Hi Sage, Jen and Sheena,

Attached is the Diversity and Inclusion Action Plan NR for tomorrow. Please review the release and quote to see if you'd like changes.

We'll have a second release on the Premier's Awards coming your way soon.

Thanks,

Robyn

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

250-952-7627

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## NEWS RELEASE

For Immediate Release

[release number]

Nov. 21, 2017

Ministry of Finance

### **Advancing diversity and inclusion in the BC Public Service**

VICTORIA – Premier John Horgan announces a new Diversity and Inclusion Action Plan to attract, develop and retain diverse talent to the BC Public Service.

“B.C. communities are strengthened by our rich diversity, and increased participation by all citizens is vital to building a strong social and economic future that works for everyone,” Premier Horgan said. “That’s why we created the new Diversity and Inclusion Action Plan — to ensure the BC Public Service reflects our communities and the British Columbians we serve.”

The three-year action plan focuses on the recruitment and development of qualified public servants who represent the diversity of the people of British Columbia, including visible minorities, people with disabilities, women, Indigenous people and the LGBTQ2S+ community. It also aims to remove barriers to employment for British Columbians seeking a career in the public service, as well as ensure a respectful and inclusive work environment.

The Diversity and Inclusion Action Plan is comprised of 15 guiding commitments, including:

- Creating mandatory diversity and inclusion training for all employees;
- Implementing targeted recruitment and outreach to under-represented groups; and
- Establishing Indigenous Assistant Deputy Minister roles in line with recommendations from the Truth and Reconciliation Commission and Grand Chief Ed John’s Nov. 2016 report on Indigenous Child Welfare.

The action plan builds on existing programs that support inclusion such as the Aboriginal Youth Internship Program, which welcomed its 11<sup>th</sup> cohort of young Indigenous interns from across B.C. and the Work-Able internship program for post-secondary graduates with disabilities.

#### **Learn More:**

- To learn more about the 15 commitments under the Diversity and Inclusion Action Plan, please see: [ow.ly/dxIL30gjhHV](http://ow.ly/dxIL30gjhHV)
- For more information about diversity and inclusion in the BC Public Service, please visit: [ow.ly/DdxZ30gjh5D](http://ow.ly/DdxZ30gjh5D)
- The BC Public Service is recognized as one of Canada’s best places to work and has been recognized as one of Canada’s Top 100 Employers for the ninth consecutive year: [www.canadastop100.com/national/](http://www.canadastop100.com/national/)

#### **Media contact:**

Sonja Zoeller

Communications Manager

Ministry of Finance  
250 387-1248

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## CORE MESSAGES

Nov. 7, 2017

Ministry of Finance

### **B.C.'s Diversity and Inclusion Action Plan**

- **Cultural diversity and increased participation by all citizens is vital to a strong social and economic future for B.C.**
- **The Province has introduced a new three-year Diversity and Inclusion Action Plan to attract, develop and retain diverse talent to the B.C. Public Service.**
- **The plan focuses on the recruitment and development of qualified public servants who represent the people of B.C., including visible minorities, people with disabilities, women, Indigenous people and the LGBTQ2S+ community.**
- **Fifteen commitments will guide the B.C. Public Service Agency's work over three years, including:**
  - **Creating mandatory diversity and inclusion training for all employees;**
  - **Implementing targeted recruitment and outreach to under-represented groups; and**
  - **Establishing Indigenous Assistant Deputy Minister roles in line with recommendations from the Truth and Reconciliation Commission and Grand Chief Ed John's Nov. 2016 report on Indigenous Child Welfare.**
- **The action plan builds on existing initiatives that support inclusion such as the Aboriginal Youth Internship Program, and the Work-Able internship program for recent post-secondary graduates with disabilities.**

**From:** [Spilker, Robyn FIN:EX](#)  
**To:** [Aaron, Sage PREM:EX](#); [Holmwood, Jen PREM:EX](#); [McConnell, Sheena PREM:EX](#)  
**Cc:** [Gillezeau, Rob FIN:EX](#)  
**Subject:** For review: Diversity Plan NR and Premier's quote  
**Date:** Monday, November 20, 2017 12:32:09 PM  
**Attachments:** [NR\\_PO\\_PSA Diversity and Inclusion Action Plan FINAL.docx](#)  
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Robyn

**Robyn Spilker**

Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
250-952-7627

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## NEWS RELEASE

For Immediate Release

Ministry of Finance

[release number]

Nov. 21, 2017

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“B.C. communities are strengthened by our rich diversity, and increased participation by all citizens is vital to building a strong social and economic future that works for everyone,” Premier Horgan said. “That’s why we created the new Diversity and Inclusion Action Plan — to ensure the BC Public Service reflects our communities and the British Columbians we serve.”

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#### **Media contact:**

Sonja Zoeller  
Communications Manager

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250 387-1248



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**From:** Youngs, Kirsten R GCPE:EX  
**To:** GCPE Editors  
**Cc:** Zoeller, Sonja GCPE:EX  
**Subject:** For v5: NR\_Diversity & Inclusion Action Plan - FIN-83333 - Tues Nov. 21 2:00pm  
**Date:** Monday, November 20, 2017 3:34:54 PM  
**Attachments:** NR\_PO\_PSA Diversity and Inclusion Action Plan\_FINAL.docx

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Good afternoon Editors,

Could you please v5 this NR for provincewide distribution to all majors, including ethnic, for 2:00 tomorrow afternoon?

Time has been confirmed with CorpCal & PO has approved.

Cheers & thanks!

-KY

Kirsten Youngs, BA, MAICC | Sr. Public Affairs Officer  
Ministry of Finance - Government Communications and Public Engagement  
T: (250) 356-9872 | C: (250) 858-0555

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## NEWS RELEASE

For Immediate Release

Ministry of Finance

[release number]

Nov. 21, 2017

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#### **Media contact:**

Sonja Zoeller  
Communications Manager

Ministry of Finance  
250 387-1248

From: [Aaron, Sage PREM:EX](#)  
To: [Spilker, Robyn FIN:EX](#)  
Cc: [Holmwood, Jen PREM:EX](#); [McConnell, Sheena PREM:EX](#); [Gillezeau, Rob FIN:EX](#)  
Subject: Re: For review: Diversity Plan NR and Premier's quote  
Date: Monday, November 20, 2017 3:23:34 PM

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Thanks, Robyn. PJH quote is approved.

Sage

Sent from my mobile device

On Nov 20, 2017, at 12:32 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi Sage, Jen and Sheena,

Attached is the Diversity and Inclusion Action Plan NR for tomorrow. Please review the release and quote to see if you'd like changes.

We'll have a second release on the Premier's Awards coming your way soon.

Thanks,  
Robyn

**Robyn Spilker**

Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
250-952-7627

<NR\_PO\_PSA Diversity and Inclusion Action Plan\_FINAL.docx>

<CM\_PSA Diversity & Inclusion Action Plan\_Nov 2017\_FINAL.docx>

**From:** [Aaron, Sage PREM:EX](#)  
**To:** [Spilker, Robyn FIN:EX](#); [Holmwood, Jen PREM:EX](#); [McConnell, Sheena PREM:EX](#)  
**Cc:** [Gillezeau, Rob FIN:EX](#)  
**Subject:** RE: Materials for review: Premier's Awards and Diversity Plan  
**Date:** Monday, November 20, 2017 3:57:39 PM

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Quote approved with thanks

Sage  
778-678-0832

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**From:** Spilker, Robyn FIN:EX  
**Sent:** Monday, November 20, 2017 1:45 PM  
**To:** Aaron, Sage PREM:EX; Holmwood, Jen PREM:EX; McConnell, Sheena PREM:EX  
**Cc:** Gillezeau, Rob FIN:EX  
**Subject:** FW: Materials for review: Premier's Awards and Diversity Plan

Hello again,

Attached are the NR, QA and SN for the Premier's Awards. The NR includes a quote from Premier Horgan for your review. Please let me know if you would like changes.

s.22 Rick is finding another Minister to introduce the Premier at the Awards tomorrow evening.

Thanks,  
Robyn

**Robyn Spilker**

Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
250-952-7627

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**From:** Zoeller, Sonja GCPE:EX  
**Sent:** Monday, November 20, 2017 11:42 AM  
**To:** Gillezeau, Rob FIN:EX; Spilker, Robyn FIN:EX  
**Cc:** Currie, David GCPE:EX; Henry, Molly FIN:EX  
**Subject:** Materials for review: Premier's Awards and Diversity Plan

Hi Rob and Robyn:

Please review the following, and share with PO for quote review:

1. NR & supporting CMs for the PSA's new **Diversity and Inclusion Plan**

The Diversity & Inclusion Action Plan news release will go out Tuesday, Nov. 21<sup>st</sup> at 2pm, prior to the Premier's Awards where PJH will announce the new plan.

2. NR, QA & MCJ' SN for the **2017 Premier's Awards**

The Premier's Awards release will go live at 8am, Wednesday the 22<sup>nd</sup>, following the ceremony the night prior.

Minister James will deliver a short welcome address to all provincial finalists of the 13<sup>th</sup> annual Premier's Innovation and Excellence Awards.

Thank you,

**Sonja Zoeller**

Communications Manager

Ministry of Finance

Direct: 250-387-1248

Cell: 250-812-6844

CONFIDENTIALITY NOTICE:

This e-mail was intended for a specific recipient. It may contain information that is privileged, confidential or exempt from disclosure. Any privilege that exists is not waived. If you are not the intended recipient, do not distribute it to another person or use it for any other purpose. Please delete it and advise me by return e-mail or telephone.

## **Wade, Debbie PREM:EX**

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**From:** Meggs, Geoff PREM:EX  
**Sent:** Wednesday, May 2, 2018 2:07 PM  
**To:** Wade, Debbie PREM:EX  
**Subject:** FW: For Review: Quote in Diversity and Inclusion Action Plan NR

-----Original Message-----

**From:** Meggs, Geoff PREM:EX  
**Sent:** Monday, November 20, 2017 2:08 PM  
**To:** Aaron, Sage PREM:EX  
**Subject:** RE: For Review: Quote in Diversity and Inclusion Action Plan NR

yes

GEOFF MEGGS  
Chief of Staff, Office of the Premier  
West Annex, Parliament Buildings,  
501 Belleville St, Victoria, BC V8V 2L8  
(250) 356-6271

-----Original Message-----

**From:** Aaron, Sage PREM:EX  
**Sent:** Monday, November 20, 2017 2:04 PM  
**To:** s.17 : Meggs, Geoff PREM:EX  
**Subject:** For Review: Quote in Diversity and Inclusion Action Plan NR

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