

## BC HYDRO STRATEGIC ABORIGINAL ENGAGEMENT COMMITTEE<sup>1</sup> TERMS OF REFERENCE

### 1. INTRODUCTION

BC Hydro is committed to enhanced external collaboration and mutually beneficial, respectful, and transparent engagement with Aboriginal Peoples. To demonstrate this commitment BC Hydro is establishing a Strategic Aboriginal Engagement Committee (SAEC).

The purpose of this Terms of Reference (TOR) is to provide clarity and consistency, and ensure that the members of the BC Hydro SAEC have a clear understanding of the Committee's purpose, mandate and objectives and what is expected of Committee Members. This TOR is intended to provide assurance that Aboriginal interests will be integrated into BC Hydro's business areas, particularly Aboriginal Relations strategies and implementation, and to support the smooth functioning of the SAEC.

Further, BC Hydro strives to achieve direct relationships with Aboriginal leadership, in recognition of the role that BC Hydro plays with respect its responsibilities as a Crown Corporation (government to government relationships). This Committee is not intended to replace or impact upon these direct relationships with leadership at the provincial, regional or community level, nor is it intended to replace or impact upon BC Hydro's consultation and accommodation obligations.

#### 1.1. About BC Hydro

The Province of BC created BC Hydro more than 50 years ago to plan, build and distribute clean and reliable electricity to homes and businesses throughout the province.

With approximately 6,000 employees located throughout the province, BC Hydro operates 30 hydroelectric generating facilities, two gas-fired thermal power plants and one combustion turbine engine, capable of generating 11,800 MW of power. Over 95 per cent of the electricity we generate comes from our hydroelectric facilities, which are located throughout the Peace, Columbia and Coastal regions of B.C. Our three thermal generating plants produce the remainder.

BC Hydro delivers electricity to our customers through a network of over 75,000 kilometres of transmission and distribution lines. This system also includes approximately 300 substations, 900,000 utility poles and 325,000 individual transformers. Our transmission network connects with transmission systems in Alberta and Washington State, which both improves the overall reliability of our system and provides opportunities for trade.

The B.C. Government's 2007 *BC Energy Plan* lays out the general energy policies BC Hydro is required to follow. The 2010 *Clean Energy Act (CEA)* updates several elements and targets included in that plan, and provides further guidance for how we are to meet the Province's energy objectives. The CEA came into force on June 3, 2010, consolidated BC Hydro and British Columbia Transmission Corporation, and set targets for meeting the goals of electricity self-sufficiency, reduced greenhouse gas emissions, and increased investments in clean, renewable energy across the province.

As our province's energy needs grow, BC Hydro must invest in our generation and transmission assets and adopt new technologies.

To carry this bold vision forward, BC Hydro updated the organization's Vision and Strategic Objectives. BC Hydro's updated Vision is "Powering BC with Clean, Reliable Electricity for Generations." While BC Hydro's core Values of teamwork, accountability, integrity, safety and service remain the same, we now

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<sup>1</sup> Name to be confirmed by the Committee members at first meeting

have six streamlined Strategic Objectives to guide us forward: to safely keep the lights on, succeed through relationships, mind our footprint, foster economic development, maintain competitive rates, and engage a safe and empowered team.

In order to “succeed through relationships,” BC Hydro is committed to gaining support for our work by building trusted relationships with customers, suppliers, First Nations and the communities we serve. It is hoped that the creation of, and our work with the SAEC will help us meet this commitment.

## **1.2. BC Hydro and Aboriginal Peoples**

BC Hydro has long recognized the importance of its relationships with First Nations in B.C., and created an Aboriginal Relations department in 1992.

Aboriginal Peoples hold a distinct historical, legal and cultural status within Canada and represent the fastest growing population in Canada. The rights and title of Aboriginal Peoples are protected under the Constitution of Canada, and reconciliation is an important goal of the Federal and Provincial governments as well as BC Hydro as a Crown Corporation.

Aboriginal Peoples are BC Hydro's customers, employees, contractors and service providers. First Nation traditional territories encompass the entire land mass of British Columbia. BC Hydro's facilities are situated on First Nation traditional territories, reserve and treaty settlement lands. BC Hydro has many power generation facilities, transmission and distribution infrastructure located on First Nations traditional territories.

### **BC Hydro Aboriginal Relations Strategy and Operating Model**

BC Hydro recognizes that building respectful relationships that reflect the interests of Aboriginal Peoples, with a focus on First Nations, are critical to BC Hydro's vision of powering B.C. with clean, reliable electricity for generations. In 2012, BC Hydro was awarded the PAR Gold award, the highest designation achievable for progressive Aboriginal relations from the Canadian Council of Aboriginal Business. Recognizing the importance of building enduring relationships with Aboriginal Peoples, and building on many successes, BC Hydro has undertaken a comprehensive process to renew its overall Aboriginal Relations strategy and operating model to ensure alignment with the overall Corporate Vision, Values and Strategic Objectives (see Strategy Map below). BC Hydro's Aboriginal Relations Vision is to achieve:

***“Collaborative Relationships for Generations”***

and the 20 year goal is to:

***“Establish relationships with First Nations built on mutual respect and that appropriately reflect the interest of First Nations.”***

The Aboriginal Relations Strategy is designed to achieve the following three strategic outcomes:

- BC Hydro's Work is supported by First Nations
- (BCH is recognized as a) Demonstrated Leader in Aboriginal Relations
- Cost effective Strategies

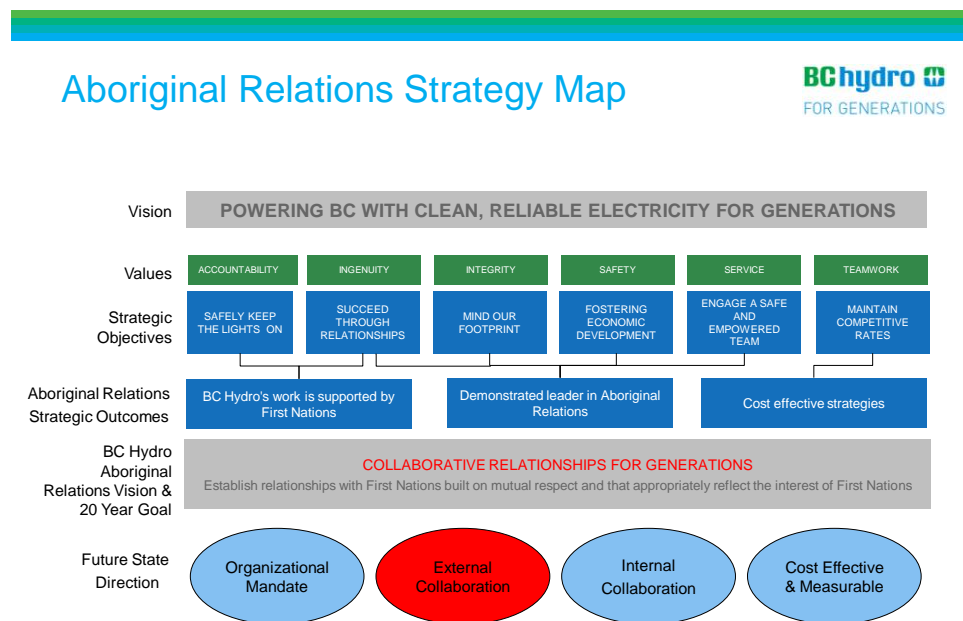
This will be accomplished through the enhancement of existing practices, as well as a number of initiatives in the following four categories of BC Hydro's Aboriginal Relations Operating Model:

- **Organizational Mandate**  
A Hydro-wide mandate for building collaborative relationships with First Nations for generations led by the Aboriginal Relations business unit with implementation supported by

all relevant business groups has been confirmed. An Aboriginal Relations Executive Governance Committee has been established to support a company-wide approach.

- External Collaboration  
An external “Strategic Aboriginal Engagement Committee” is being created to gather advice, identify barriers and solutions, and generate innovative concepts and approaches to support the design and delivery of Hydro’s planning, operations and Aboriginal strategies.
- Internal Collaboration  
Enhanced internal collaboration is underway to ensure that across Hydro the work is being undertaken in the most effective and that there is a collective view of the relationships BC Hydro has with First Nations.
- Cost Effective & Measurable  
Building and maintaining a clear understanding of the costs across BC Hydro as they relate to Aboriginal relations is a component of the new operation model to ensure that BC Hydro’s approach is cost-effective.

The SAEC is a key component of enhancing External Collaboration in the Aboriginal Relations Operating Model (see highlighted red bubble in Strategy Map below).



## **BC Hydro Aboriginal Relations Executive Governance Committee**

BC Hydro established an Aboriginal Relations Executive Governance Committee in 2012 with participation of cross-company Executive Vice Presidents to ensure that accountability and support for Aboriginal Relations is embedded across the corporation. The Executive Director of the Aboriginal Relations Department reports to the Aboriginal Relations Executive Governance Committee monthly.

## **BC Hydro Dedicated Aboriginal Relations Teams**

BC Hydro has a broad range of corporate-wide Aboriginal Relations programs and teams, including:

- Aboriginal Relations Department
- Non-Integrated Areas/Remote Community Electrification Aboriginal Relations Team
- Site C Aboriginal Relations Team
- Corporate Aboriginal Procurement Policy and Team
- Aboriginal Employment and Education Strategy and Team
- Aboriginal Smart Metering Initiative and Team
- Properties - Aboriginal Lands Department

## **BC Hydro Teams supporting Aboriginal Relations**

BC Hydro also has a number of teams and business units whose work plays a critical role in building relationships with Aboriginal Peoples, including:

- Planning Teams
- Project Delivery Teams
- Operational Teams
- Environmental Risk Management
- Vegetation Management
- Economic Development, Energy Planning and Energy Procurement
- Communications and Community Relations, Community Investment
- Legal
- Regulatory & Rates
- Asset Investment Management
- Customer Care
- Power Smart
- (and many others)

## **BC Hydro Aboriginal Relations Network “RAIN”**

The RAIN Network is a voluntary network of Aboriginal employees at BC Hydro who are interested in coming together to support one another by providing a community and support system for the Aboriginal employees of BC Hydro; to embrace personal and professional growth and unity, in a respectful and trusting manner.

## **BC Hydro Strategic Aboriginal Engagement Committee (SAEC)**

Important in any relationship is an understanding of each others' interests. Our business and the decisions we make are complex. BC Hydro is seeking to establish a Strategic Aboriginal Engagement Committee to provide advice and input into our work, particularly our Aboriginal Relations strategies and approach, and to better understand how we can include Aboriginal interests in BC Hydro's planning and operations.

BC Hydro believes the development and implementation of its Aboriginal Relations initiatives will be more effective if they are informed by input from Aboriginal Peoples. BC Hydro further believes such input is best achieved through the establishment of a formal SAEC that can work with BC Hydro on an ongoing basis.

BC Hydro strives to achieve direct relationships with Aboriginal leadership, in recognition of the role that BC Hydro plays with respect its responsibilities as a Crown Corporation (government to government relationships). This Committee is not intended to replace or impact upon these direct relationships with leadership at the provincial, regional or community level, nor is it intended to replace or impact upon BC Hydro's consultation and accommodation obligations.

## **2. SAEC MANDATE**

The mandate for the committee is:

To provide a forum for gathering advice and input, the identification of barriers and solutions and generating innovative concepts and approaches to support the design and delivery of BC Hydro planning and operations as well as its Aboriginal Relations Strategy.

On or before the anniversary of the SAEC each year, BC Hydro and the SAEC shall review the Mandate and TOR, and determine if there are changes to the Mandate and TOR that both parties believe would be beneficial for the ensuing year. In addition the SAEC and BC Hydro shall select a facilitator for the following year.

Nothing in this TOR obligates BC Hydro to renew the mandate of the SAEC. BC Hydro reserves the right to discontinue the operations of the SAEC based on the outcome of the joint annual review, financial constraints or other issues deemed to be insurmountable challenges by members of the SAEC or BC Hydro.

## **3. SAEC OBJECTIVES**

The Committee will assist BC Hydro in ensuring that the needs and priorities of Aboriginal Peoples are considered, along with BC Hydro's core business objectives, within the boundaries of the mandate of BC Hydro. The objectives of the Strategic Aboriginal Engagement Committee include the following:

### Advice and Guidance

- a) To provide practical and solution-oriented advice and guidance on the design and delivery of BC Hydro's strategic approaches and initiatives, with a focus on Aboriginal Relations, on an ongoing basis. It is anticipated that this objective will be accomplished by gathering advice and input to inform, innovate and challenge BC Hydro's ideas about, and delivery of, strategic approaches and initiatives;

### Collaborative Development of Strategies and Policies

- b) To collaborate on the development of new and more effective strategies, policies and practices that will bring meaningful opportunities for Aboriginal participation in BC Hydro's planning and operations, including economic development, procurement, education and employment;

#### Support Greater Awareness of Aboriginal Views and Interests

- c) To assist BC Hydro to be aware of Aboriginal views on a broad range of issues, including economic development, procurement, education, employment, Treaty and Aboriginal Rights and Title issues, as well as other issues that Aboriginal Peoples may have with federal, provincial or local governments that may affect or impact BC Hydro's operations;

#### Communications and Engagement

- d) To communicate transparently and broadly, on an ongoing basis about Aboriginal involvement in BC Hydro's planning processes, including how Aboriginal input influences BC Hydro's business decisions; and

To jointly develop new and innovative ways of celebrating, communicating and engaging with Aboriginal Peoples to increase awareness of approaches, opportunities, and avenues for input.

### **4. SAEC RECOMMENDATIONS**

The SAEC shall provide its input and advice by way of a manageable number of recommendations, through the Executive Director of Aboriginal Relations. The Executive Director of Aboriginal Relations provides regular reports on Aboriginal Relations and the SAEC to the Executive Governance Committee and Board of Directors. The Executive Governance Committee consists of cross-company Executive Vice Presidents to ensure that Aboriginal relations accountability is imbedded across the organization.

#### **4.1. Consensus – Substantive Issues**

Generally, the SAEC shall strive to achieve consensus when formulating its recommendations (except where BC Hydro is specifically seeking a broader range of ideas and opinions). All recommendations in relation to substantive issues/matters related to the Mandate, including periodic revisions to these Terms of Reference shall be made by consensus:

- a) Consensus shall be defined as no substantial disagreement on an issue/matter by any non-BC Hydro member of the SAEC; however
- b) Consensus may include agreement on a document that describes different points of view on an issue/matter; and
- c) Consensus shall be determined through the process of the Facilitator asking if any non-BC Hydro SAEC member substantially disagrees with a proposed decision or recommendation on a matter.

#### **4.2. Impasse – Substantive Issues**

In the event of an impasse in relation to a substantive issue/matter:

- a) The facilitator shall assist SAEC members in identifying a mutually acceptable resolution to the impasse using interest based approaches/techniques the Facilitator considers most appropriate in the circumstances – these may include:
  - I. Assisting SAEC Members to clearly define the issue(s) and areas of disagreement;
  - II. Assisting SAEC Members to identify their perspective with respect to the subject under discussion;

- III. Utilizing brainstorming sessions and other techniques determined appropriate by the Facilitator to identify options that can address the perspectives identified;
  - IV. Assisting the SAEC Members to develop criteria for evaluating options, where appropriate; and
  - V. facilitating the evaluation of options and reaching a consensus on an option;
- b) If the impasse remains, the Facilitator shall record the specific issue in dispute and the differing views with respect to that issue (without attribution to individual Members unless they ask to be specifically identified). See Section 11 Dispute Resolution.

#### **4.3. Consensus – Administrative and Procedural Matters**

The SAEC shall strive to deal with all administrative and procedural issues/matters by consensus.

#### **4.4. Impasse – Administrative and Procedural Matters**

In the event of an impasse in relation to an administrative and procedural issue/matter:

- a) The facilitator will make a specific recommendation to the Advisory Committee on how the issue/matter should be dealt with from a best practices perspective; and
- b) If the impasse remains, the issue will be dealt with in a manner determined most appropriate by the facilitator.

#### **4.5. SAEC Recommendations - Recording**

Recommendations from the SAEC to BC Hydro will be recorded in the meeting notes and in the Annual SAEC Report. The Report will also include BC Hydro responses to the recommendations.

### **5. BC HYDRO RESPONSE TO RECOMMENDATIONS**

While the SAEC has no authority to make decisions that are binding on BC Hydro, its work will be influential and meaningful:

- a) BC Hydro will work with the SAEC to ensure that its recommendations in relation to BC Hydro's planning and operations, including Aboriginal Relations, are clearly understood and considered in the design and implementation of BC Hydro strategies and programs;
- b) For each recommendation made by the SAEC, BC Hydro will advise the committee how it deals with that recommendation (i.e. if the recommendation is accepted in whole, in part, or with modifications, and the specific steps BC Hydro decides to take on the basis of that recommendation);
- c) Where BC Hydro decides not to act on part or all of a recommendation, or decides to modify a recommendation, it shall provide the committee with a rationale for its decision; and
- d) The SAEC recommendations and the BC Hydro response to the recommendations will be summarized in the annual report as described in Section 14 of this TOR.



## **6. SAEC STRUCTURE**

### **6.1. Members**

The SAEC shall consist of:

- a) Up to a maximum of 8 Aboriginal individuals (based on their individual merits and the specific selection criteria); and
- b) 4 representatives of BC Hydro as standing members, as appointed by BC Hydro.

All decisions on membership, including reappointments, new appointments, and term of appointments shall be made by a Selection Committee, composed of BC Hydro and Aboriginal representatives invited by BC Hydro.

The full initial membership criteria of the SAEC shall be as listed in *Appendix 1*.

### **6.2. Initial Appointments**

The term of all Initial Appointments shall be:

One year, effective as of the date of initial appointment;

Upon the expiry of the Initial Appointments:

- a) The Selection Committee shall consider reappointments and determine new appointments in a manner that draws a balance between continuity of committee membership and creating opportunities for new members; and
- b) The term of all reappointments shall be one year and new appointments shall be two years.

BC Hydro may cancel membership of an individual at any time on the basis of poor attendance or failure to conduct oneself in accordance with their responsibilities outlined in this TOR.

Committee members will not be permitted to appoint alternate members. In the case that a member is unable to fulfill their responsibilities, a list of potential alternate members will be developed by the Selection Committee. The term for the new member will be one year, effective on their starting date with the Committee, with the same criteria for reappointment as other members.

### **6.3. Working Groups**

To expedite the completion of tasks identified by the SAEC, working groups, including technical sub-groups, may be considered from time to time (on a case-by-case basis and subject to available budget), to undertake tasks between Committee meetings.

### **6.4. Observers and Guests**

Upon request, and where agreed to by the SAEC, observers and guests may attend selected meetings as observers:

- a) The dates of meetings open to observers will be established by the SAEC and made available in advance; and
- b) Observers will not participate in any decision making.



Where determined appropriate, the SAEC may invite experts or other individuals (within BC Hydro, such as the RAIN Network, or outside of the organization) to attend meetings to provide technical presentations or respond to questions on a subject relevant to the considerations of the committee.

Guests will not participate in decision-making.

## **7. ANNUAL WORK PLAN**

On or before the anniversary of the SAEC of each year, BC Hydro and the committee shall develop a mutually acceptable work plan for the following year. This work plan shall:

- a) Identify 2-3 clear priority areas for collaborative effort; and
- b) Identify the key tasks to be undertaken by the committee for the upcoming year in those areas, required actions, information and sequence of steps to undertake those tasks and assignment of responsibility for each of those steps.

## **8. RESPONSIBILITIES OF MEMBERS**

SAEC members are expected to:

- a) Familiarize themselves with this Terms of Reference and comply with the Terms of Reference at all times;
- b) conduct themselves and discuss issues in a manner that is constructive and respectful of others;
- c) participate in an individual capacity, consistent with the mandate of the committee, rather than representing the interests of any group or organization;
- d) strive for consensus;
- e) attend and actively participate in all meetings;
- f) review all provided materials in advance of meetings;
- g) review draft notes of each meeting they participate in and suggest any modifications or additions they deem necessary to ensure the accuracy of the notes;
- h) acquaint themselves with the discussion and outcomes at any meetings they are unable to attend;
- i) keep interested parties informed on progress of the SAEC, in keeping with the roles and responsibilities set out in Section 15;
- j) work with the SAEC Facilitator and Committee Engagement Advisor to ensure the SAEC Annual Report is an accurate representation of the SAEC Members' experience and views so that they can sign off on the report; and
- k) Respect the confidentiality and conflict of interest provisions of this TOR.

## **9. CONFIDENTIALITY**

Committee members will at all times, respect and protect the confidential information of the Committee and BC Hydro. Members will be informed when information is confidential.

Committee members will not, directly or indirectly make use of, or disclose any information, in whole or in part, unless directed to do so, in writing, by BC Hydro, as part of their duties/responsibilities.

## **10. CONFLICT OF INTEREST**

Committee members must be independent and free of conflicts as they undertake their responsibilities. It is the responsibility of individual members to notify the Committee if their independence is compromised or they find themselves in conflict of interest, and to immediately excuse themselves from any consideration of matters where they find themselves unable to meet conflict of interest and ethical principles.

Conflict of Interest includes, but is not limited to, any situation or circumstance where, (in relation to the performance of their duties as an SAEC Committee member), a Committee member has other commitments, relationships or financial interests that: could or could be seen to exercise an improper influence over the objective, unbiased and impartial exercise of their independent judgment; or could or could be seen to compromise, impair or be incompatible with the effective performance of responsibilities.

## **11. DISPUTE RESOLUTION**

In the event of a dispute, the Committee members will be guided by BC Hydro's Respectful Workplace Policy which defines respectful behavior as "behaviour that is considerate and compassionate of others. It also involves treating others with dignity and respect while communicating openly and honestly."

## **12. PROCESS MANAGEMENT**

The SAEC process shall be managed by a BC Hydro Project team, with the support of an independent Facilitator and an independent Committee Engagement Advisor. The independent Facilitator and Committee Engagement Advisor shall work closely with the BC Hydro Project Team at all times. This structure shall be reviewed on an annual basis to determine if improvements can be made, as part of the joint annual review elaborated in Section 2 of this TOR.

### **12.1. BC Hydro Project Team**

BC Hydro shall establish a Project Team to engage and collaborate with the SAEC.

The Project Team shall be responsible for:

- a) Providing relevant background material to SAEC members, for their review and consideration, in advance of each meeting;
- b) Seeking input from SAEC members on the tasks and activities identified in BC Hydro's overall planning and its Aboriginal Relations strategy and targets;
- c) Reviewing the SAEC's recommendations;

- d) Providing a rationale for how each recommendation provided by the SAEC has been addressed (i.e. if the recommendation is accepted in whole, in part, or with modifications, or not accepted and the specific steps taken by BC Hydro on the basis of that recommendation);
- e) Incorporating accepted recommendations received from the SAEC into BC Hydro's current planning process and or plans where appropriate as determined above;
- f) Taking the lead on all communications on SAEC activities to internal and external audiences, consistent with Section 15 of this TOR;
- g) Providing all logistics and administrative support to the SAEC, Facilitator, and Committee Engagement Advisor as necessary.

### **12.2. Facilitator**

BC Hydro shall engage the services of an independent Facilitator for the initial period of one year to provide continuity.

The Facilitator shall be responsible for:

- a) aiding the SAEC in achieving its Mandate;
- b) ensuring that all committee members and invited guests are heard and assisting parties in resolving differences in a manner that is fair and without unnecessary delay or expense;
- c) ensuring all discussions take place in a constructive and respectful manner;
- d) being and remaining impartial, according equal attention and courtesy to all;
- e) facilitating all meetings of the SAEC and, upon request, facilitating any sub-groups or working groups;
- f) working with the BC Hydro Project Team, Committee Engagement Advisor and SAEC members to create an agenda for each meeting;
- g) working with BC Hydro Project Team and Committee Engagement Advisor to ensure the draft meeting notes accurately reflect the SAEC's discussions and decisions when they are distributed to the SAEC members for review; and
- h) working with the SAEC members to produce the SAEC Annual Report for review and sign off by SAEC Members.

### **12.3. Committee Engagement Advisor**

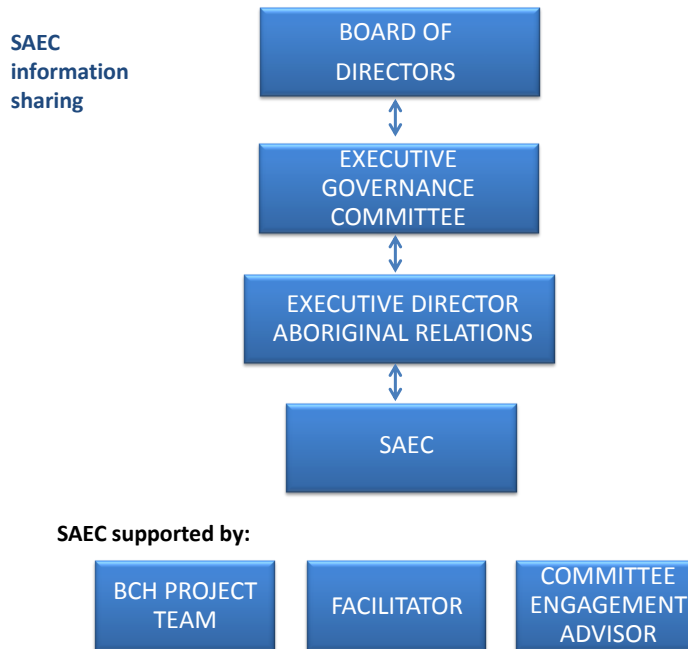
BC Hydro shall designate a Committee Engagement Advisor who will be the primary contact person for all SAEC Members.

The Committee Engagement Advisor shall be responsible for:

- a) ensuring liaison and communications between BC Hydro and the SAEC;
- b) preparing materials for the SAEC meetings;

- c) preparing meeting notes of SAEC meetings or any working groups, workshops or other meetings; (Meeting notes are expected to summarize discussions and record agreements, decisions, and any areas of disagreements. All such draft notes will be distributed directly to each SAEC Member for review and comment);
- d) assisting with preparation and presentation of the Annual SAEC Report;
- e) producing all communications materials about the SAEC; and
- f) ensuring that all draft newsletters and other public or communications materials about the SAEC are reviewed with the SAEC.

**12.4. Process Management Flow Chart**



Note: Please note that this is not an organizational chart – rather it explains how information is shared.

**12.5. Additional Resources**

- a) The SAEC, by consensus, can recommend independent or other studies that it wishes to undertake, or recommend that BC Hydro undertake, in order to achieve its Mandate. Such studies shall be subject to available BC Hydro resources and approval.
- b) BC Hydro will make resources available for a training session/workshop annually. The SAEC, including the BC Hydro Standing Members, by consensus, will determine the topics upon which

the session/workshop will be focused, related to the Mandate and annual work plan of the Committee.

### **13. MEETINGS**

Meetings of the SAEC shall be conducted in accordance with an agenda approved by the committee at the outset of the meeting – to expedite this, the Facilitator shall distribute in advance of each meeting a draft/proposed agenda based on the work plan, discussion/direction at the prior SAEC meeting, and input from the BC Hydro Project Team.

Except where otherwise agreed by the SAEC, meetings shall be attended only by Members, Observers, Guests, and the BC Hydro Project Team, Committee Engagement Advisor.

Meetings of the SAEC shall be recorded in meeting summaries that briefly summarize the matters discussed and any recommendations made. Unless specifically requested by them, meeting summaries shall not attribute specific points of view to individual Members.

### **14. ANNUAL SAEC REPORT**

The SAEC shall work with the SAEC facilitator and Committee Engagement Advisor to prepare and sign off on an Annual SAEC Report, to be posted within two months of the annual anniversary of the creation of the SAEC, documenting the overall SAEC work and process. The report shall include:

#### **Work and Priorities**

- a) SAECs mandate, objectives, priorities and operations, including issues set aside for future consideration
- b) Progress on priorities
- c) Recommendations
- d) Summary of BC Hydro response to recommendations

#### **Additional Areas of Advice (where applicable)**

- e) Recommendations
- f) Summary of BC Hydro response to recommendations

#### **Process**

- g) SAEC members' assessment of the effectiveness of the SAEC in influencing the design and implementation of BC Hydro planning and operations, particularly Aboriginal Relations strategies and programs;
- h) SAEC members' assessment of their experience as members and how well the interests of Aboriginal Peoples were addressed;
- i) suggestions or recommendations to BC Hydro on appropriate changes to any similar future engagement processes; and

- j) other aspects of the process the SAEC wishes to address.

Appendices to the report will include: Current Members, Working Groups (if applicable), Full BC Hydro Response to Recommendations, and a Glossary.

## **15. PUBLIC COMMUNICATION**

### **15.1. BC Hydro Website**

The following will be made publicly available by being posted on the BC Hydro website:

- a) The SAEC Terms of Reference;
- b) The agenda for each meeting;
- c) The SAEC Annual Report
- d) Newsletters, press releases and/or media updates; and
- e) Other non-confidential work or material produced by the SAEC that the committee agrees should be made public.

### **15.2. Communications Materials**

BC Hydro will periodically prepare and distribute newsletters, press releases and/or media updates describing the SAEC and its progress - such material will not be distributed prior to being reviewed by the SAEC.

### **15.3. SAEC Spokesperson**

The SAEC may periodically select a spokesperson, to speak publicly for the SAEC in a manner consistent with the following:

- a) they will seek to express their points of view in a constructive and respectful manner;
- b) they will share information about the SAEC based on agreed-to messaging (by all SAEC members, including the SAEC BC Hydro members);
- c) they will not speak to the views of other Members or attribute specific positions, suggestions, comments, etc. to them; and
- d) they will not characterize and report, information, data, or other documents they or others have provided to the SAEC as being sanctioned or endorsed by the SAEC unless specifically agreed to by the SAEC.

### **15.4. SAEC Members**

While SAEC members may speak publicly regarding the SAEC and its work, they will do so in a manner that is consistent with the following:

- a) they will seek to express their points of view in a constructive and respectful manner;

- b) they will make it clear that they are expressing personal views and are not speaking on behalf of the SAEC;
- c) they will not speak to the views of other Members or attribute specific positions, suggestions, comments, etc. to them;
- d) they will not characterize and report, information, data, or other documents they or others have provided to the SAEC as being sanctioned or endorsed by the SAEC unless specifically agreed to by the SAEC; and
- e) they will refer all media requests to the appointed spokesperson.



## **STRATEGIC ABORIGINAL ENGAGEMENT COMMITTEE MEMBERSHIP**

### **Introduction**

BC Hydro is seeking to establish a Strategic Aboriginal Engagement Committee to provide advice and input into our work, particularly our Aboriginal Relations strategies and approach, and to better understand how we can include Aboriginal interests in BC Hydro's planning and operations.

BC Hydro strives to achieve direct relationships with Aboriginal leadership, in recognition of the role that BC Hydro plays with respect its responsibilities as a Crown Corporation (government to government relationships). This Committee is not intended to replace or impact upon these direct relationships with leadership at the provincial, regional or community level, nor is it intended to replace or impact upon BC Hydro's consultation and accommodation obligations.

### **Initial Appointments**

The SAEC will consist of individuals from diverse backgrounds - including Aboriginal or Treaty group, gender, age, geographical region, demonstrated cultural and traditional knowledge, technical and/or academic experience, and perspectives.

BC Hydro staff members will participate on the Committee as standing members; their role includes observation and providing insight on BC Hydro programs, plans and activities.

### **Aboriginal Ancestry**

All applicants must be of Aboriginal Ancestry. Proof of Aboriginal ancestry may be requested.

### **Selection of Strategic Aboriginal Engagement Committee Members**

In selecting individuals to participate on the Strategic Aboriginal Engagement Committee, BC Hydro will issue a Request for Expressions of Interest, conduct an initial screening based on the pre-established criteria for consideration and decision by a Selection Committee (composed of Aboriginal and BC Hydro representatives). Criteria will include and consider a balance of the following:

- Demonstrated knowledge, expertise and understanding of business and/or the energy sector;
- Knowledge of Aboriginal views, perspectives and interests;
- Strong understanding of Treaty and Aboriginal Rights and Title issues, as well as other issues that Aboriginal Peoples may have with federal, provincial or local governments that may affect or impact BC Hydro's operations;
- Cultural and Traditional Ecological Knowledge;
- Previous experience in similar processes or boards;
- Strong communication skills; and
- Demonstrated collaborative working style.