

First Peoples' Cultural Council

2020/21 – 2022/23 SERVICE PLAN

February 2020



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Board Chair Accountability Statement



The 2020/21 – 2022/23 First Peoples' Cultural Council Service Plan was prepared under the Board's direction in accordance with the *Budget Transparency and Accountability Act*. The plan is consistent with government's strategic priorities and fiscal plan. The Board is accountable for the contents of the plan, including what has been included and how it has been reported. The Board is responsible for the validity and reliability of the information included in the plan.

All significant assumptions, policy decisions, events and identified risks, as of December 1, 2019 have been considered in preparing the plan. The performance measures presented are consistent with the *Budget Transparency and Accountability Act*, the First Peoples' Cultural Council's mandate and goals, and focus on aspects critical to the organization's performance. The targets in this plan have been determined based on an assessment of the First Peoples' Cultural Council's operating environment, forecast conditions, risk assessment and past performance.

A handwritten signature in black ink, appearing to read 'CJF', written over a horizontal line.

Laax Lo'op Cynthia Jensen Fisk
Board Chair

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Strategic Direction and Alignment with Government Priorities

The Government of British Columbia (B.C.) remains focused on its three strategic priorities: making life more affordable, delivering services people count on and building a strong sustainable economy. Crowns are essential to achieving these priorities by providing quality, cost-effective services to British Columbia families and businesses.

Additionally, where appropriate, the operations of Crowns will contribute to:

- The objectives outlined in the government's newly released A Framework for Improving British Columbians' Standard of Living,
- Implementation of the *Declaration on the Rights of Indigenous Peoples Act* and the Truth and Reconciliation Commission (TRC) Calls to Action, demonstrating support for true and lasting reconciliation, and
- Putting B.C. on the path to a cleaner, better future – with a low carbon economy that creates opportunities while protecting our clean air, land and water as described in the CleanBC plan.

By adopting the Gender-Based Analysis Plus (GBA+) lens, Crowns will ensure that equity is reflected in their budgets, policies and programs.

The First Peoples' Cultural Council (FPCC) was established as a Crown corporation in 1990 with a mandate to provide leadership for the revitalization of Indigenous¹ languages, cultures, arts and heritage in B.C.

FPCC's role is to act as an advocate and technical expert for the revitalization of Indigenous languages, arts and cultural heritage. We conduct research and monitoring, develop models based on best practices, distribute funding and resources to communities, and provide training and support in the implementation of successful approaches. We also advocate for increased funding and develop strategies and policy recommendations that promote revitalization of Indigenous languages, arts, cultures and heritage. Direction from B.C. Indigenous communities is used to guide our policies and practices through the Board of Directors and Advisory Committee, peer review committees, community engagement, focus groups, and planning and decision-making using a community-development model.

FPCC's work supports Indigenous people to revitalize their languages, arts, and cultural heritage. Language, arts and cultural heritage are interconnected with every part of life for Indigenous people and are essential to the well-being of Indigenous people and communities, as well as being fundamental to Canada's heritage and identity. Strong links to language and culture are the foundations for personal identity and sense of belonging. They support individuals and communities with improved health, social, economic and educational outcomes. They are also a component of sovereignty as Indigenous peoples are empowered with language and culture to operate as self-determining Nations with distinct ways of being, traditions and governance systems.

In 2017, the B.C. provincial government committed to implementing the Truth and Reconciliation Commission (TRC) Calls to Action., The TRC confirmed the destructive impact that Canada's history of colonization and residential schools has had on Indigenous people, languages and cultures, and

¹ In this Service Plan, we use both the terms "Indigenous" and "First Nations." FPCC's language programs fund programs specifically for B.C. First Nations, and our partners are B.C. First Nations communities. FPCC's arts programs fund Indigenous artists, including First Nations, Métis, or Inuit artists who reside in B.C.

called for governments and other organizations to take action to support reconciliation, including the revitalization of Indigenous languages, arts and cultural heritage.

In 2019, B.C. passed the *Declaration on the Rights of Indigenous Peoples Act* (Declaration Act) to implement the United Nations Declaration on the Rights of Indigenous People (the UN Declaration). Under the legislation, the Province is mandated to bring all provincial laws into alignment with the UN Declaration, and to prepare and implement an action plan to achieve the objectives of the UN Declaration – in consultation and cooperation with Indigenous peoples. The UN Declaration recognizes the right of Indigenous peoples to speak their languages and practice their cultures, and the responsibility of governments to remove obstacles to this right. The Declaration Act could potentially mean more opportunities for FPCC to work with communities and advise government on ways to implement the provisions of the Declaration that relate to these matters.

The report from the National Inquiry into Missing and Murdered Indigenous Women and Girls' (MMIWG) named the colonial government's actions towards Indigenous people as cultural genocide and included a number of recommendations to support Indigenous-led revitalization of culture and language, for example stating that "all governments must ensure access to language immersion programs."

FPCC's mandate and activities are central to UNDRIP, the TRC Calls to Action and the MMIWG report, and provide important and tangible steps to implementing the recommendations and rights outlined therein.

FPCC's 2020/21 Mandate letter from the B.C. government is available at: www.fpcc.ca/about-us/reports.

FPCC's activities are aligned with the Government's key priorities as follows:

Government Priorities	First Peoples' Cultural Council Aligns with these Priorities:
Delivering the services people count on	<ul style="list-style-type: none"> • Sustain and support the lasting vitality of B.C. First Nations languages through investing in successful language revitalization strategies (Goal 1) • Document every B.C. First Nations language and ensure every B.C. First Nations person has access to their language via FirstVoices.com (Objective 1.1) • Increase the number of fluent speakers of B.C. First Nations languages (Objective 1.2) • Sustain and invest in the lasting vitality of Indigenous arts and cultural heritage in B.C. (Goal 2) • Support the development of Indigenous art forms (traditional and contemporary) through funding for Indigenous artists and investment in the growth of community capacity for arts infrastructure (Objective 2.1) • Support Indigenous communities and individuals in B.C. to meet their arts, language, culture and heritage revitalization goals (Goal 3) • Provide effective training, tools and resources to promote the success of Indigenous arts, language, culture and heritage revitalization programs (Objective 3.1) • Provide leadership on a provincial, national and global scale to support Indigenous arts, language, culture and heritage revitalization (Goal 5)

FPCC also contributes to the government's key priority of building "a strong, sustainable economy." FPCC's targeted support for the development of language, arts and cultural heritage infrastructure in

communities creates jobs and economic benefit at the same time as cultural systems are being rebuilt. For now, however, it remains a challenge for FPCC to meaningfully and accurately assign strategies or performance measures to track these contributions at a provincial scale.

Operating Environment

The operating environment for FPCC is dominated by pressing urgency to protect and revitalize the Indigenous languages, art forms and cultural heritage that colonial governments have attempted to destroy through assimilatory policies. Due to the impacts of residential schools, the *Indian Act*, the '60s scoop, and the reserve system, many Indigenous languages, arts and cultural practices in B.C. have become endangered. FPCC is working to support Indigenous communities to fulfil their human right to speak their languages and practice their cultures. As the number of fluent speakers and traditional artists age and decline, it is ever more important that they have opportunities to pass on their knowledge to younger generations. While the past few years have brought about greater awareness of this urgency, there is a need for more resources given this critical situation.

As an organization that is dependent on external funding through grants from public and private partners, FPCC expects to be impacted by political and economic forces in fiscal year 2020/21 and beyond. Without long-term funding certainty it is challenging to develop accurate predictions about performance. Despite uncertainty, there are many reasons to be optimistic about the opportunities that lie ahead for the revitalization of Indigenous languages, arts and cultural heritage.

Both the provincial and federal governments have shown support for FPCC's mission. In March of 2018, the B.C. provincial government recognized the importance of Indigenous languages in B.C. with a new investment of \$50 million, which was granted to the First Peoples' Cultural Foundation (FPCF) to address the urgent need to protect and revitalize First Nations languages in B.C.² The Province also funds a portion of FPCC's arts and cultural heritage programming. In November 2019, B.C. passed legislation to align provincial laws over time with UNDRIP. While it's too early to say how this new *Declaration on the Rights of Indigenous Peoples Act* will impact FPCC, it's important to note that UNDRIP recognizes the rights of Indigenous peoples to revitalize, practice and transmit to future generations their languages, arts and cultural heritage – and the importance of this work being led by Indigenous people. This aligns with the focus of FPCC's work.

Nationally, the Canadian government worked in partnership with Indigenous people to develop and pass the *Indigenous Languages Act* in June 2019, which recognizes that the constitutional rights of Indigenous peoples (under section 35 of the *Constitution Act* of 1982) include rights related to Indigenous languages, such as the right to reclaim, revitalize, maintain and strengthen Indigenous languages. FPCC was instrumental in the development of this Act and engaged with communities to ensure their needs were reflected in the Act. FPCC has been working with the Assembly of First Nations and the Canadian government to support the implementation of the Act and advocate for increased funding by conducting and sharing research on the true costs of language revitalization. As this legislation is new, the long-term impacts on FPCC remain uncertain. The first year has brought about an increase in federal funding for FPCC compared to last year, and it is probable that such

² \$50 million was granted to FPCC by the Province of B.C. in March of 2018. FPCC then made grants to FPCF of \$50,600,000 based on a submitted proposal. FPCC applies annually for funding from FPCF.

commitment will continue in the long-term due to FPCC's longstanding relationship with the federal government as the delivery agent for B.C. First Nations language funding.

FPCC is also impacted by social and economic factors. Social awareness about Indigenous languages, arts and cultural heritage has increased since the release of the TRC's Calls to Action in 2015, Canada's adoption of UNDRIP in 2016, and the release of the MMIWG report in 2019. More people and organizations are interested in learning about and supporting Indigenous languages, arts and cultural heritage, which has created increased demand for FPCC's expertise and has resulted in a more supportive and knowledgeable public.

Economically, FPCC will be impacted by general economic trends. There may be an economic downturn in fiscal years 2020/21 and beyond, which could make it harder for FPCC to secure funds. Low rates of unemployment have also impacted FPCC, making it challenging to recruit and retain skilled staff, especially Indigenous staff who are in high demand. Finally, the rapidly changing pace of technology means that FPCC has to keep up with demand, and accordingly has been implementing more up-to-date tools and services such as enhanced capabilities of the FirstVoices.com language documentation website, a new FPCC website and new social media streams.

Language

FPCC's aim is to support Indigenous communities to reclaim their languages so that the richness of these languages and the worldviews they express is not lost. Due to the damage left by colonial systems, language reclamation will require community-wide efforts and long-term planning to build fluency and document languages. While FPCC currently supports these goals through grant funding, in the long-term the FPCC language department plans to transition from a grants-delivery model to a community development model in which communities attain funding for holistic, multi-year language plans rather than receiving funding for individual projects on a year-to-year basis. These plans will be created by communities and will be inclusive of both on-reserve and off-reserve populations, providing opportunities for First Nations people living in urban areas to learn and connect with their languages. Community language plans will focus on increasing language fluency and will make use of best practices already in place. They will include language policies to guide decision-making around language programming and investment. This community planning approach represents a significant transition in FPCC's language programming delivery, which will involve capacity-building and the implementation of new funding models. The success of these plans will be dependent on the funding and infrastructure put in place in the next few years.

FPCC access to ongoing provincial and federal funding for its language programs remains uncertain. In March of 2018, the B.C. provincial government recognized the importance of Indigenous languages in B.C. with a new investment of \$50 million, which was granted to the First Peoples' Cultural Foundation (FPCF) to address the urgent need to protect and revitalize First Nations languages in B.C. FPCF's plan for the provincial investment indicates the funding will be spent by the end of 2020/21. Federally, FPCC will receive increased funding in 2020/21 as a result of the new *Indigenous Languages Act*, although funding amounts beyond that year have not yet been confirmed. We will continue to advocate with the federal government to gain sufficient funding to meet the diversity of languages in B.C.

While additional funds are essential to ensure the survival of these languages, grant funding alone will not meet the needs of Indigenous communities. Over the past two years, since the Province invested \$50 million in language revitalization, we have found that it is critical to balance community grants with investment in training and resources, as communities require support to respond to the rapid

growth in funding. The introduction of multi-year funding in 2018 has made it possible for communities to hire, train and retain skilled staff, but this process will take time as communities staff up to increase their readiness to deliver more robust language programming rather than year-to-year projects. Investment in the development of infrastructure (such as physical space, curriculum resources and proficient language instructors, etc.) for language revitalization is setting communities up for long-term success on the path to increased language fluency. As such, we have revised the performance measures in this plan, compared to last year's Service Plan, to focus more on training, coaching and infrastructure development for communities, with more conservative estimates for increases in fluency and language planning and programming.

Arts

FPCC's arts programs provide funding for Indigenous artists of all forms (including visual and performance arts), arts administrators, and arts infrastructure. The operating environment for Indigenous arts continues to be challenging due to a lack of sufficient and sustainable funding. Funding for the FPCC arts program varies year to year, meaning that artists and communities experience low and unpredictable funding amounts with gaps between grants. Indigenous arts in Canada have long been devalued as a result of cultural genocide, as acknowledged by the MMIWG report. The legacy of colonial ways of thinking is present today as most Canadian and B.C. arts programs are designed from a Euro-Canadian perspective, and Indigenous arts are still not equitably funded. Funding to Indigenous arts is an important component of reconciliation and undoing past wrongs, as the arts are expressions of cultural teachings and perspectives, and provide a window for Indigenous people to reclaim their culture and identity.

Indigenous communities are also sorely in need of funding for arts infrastructure, including places to create, share, display, and market their art – and securing funding for capital or ongoing investments is difficult. FPCC is continually seeking more funding opportunities, including long-term funding options, to benefit Indigenous communities. Over the coming years, FPCC plans to support communities to develop their arts infrastructure to lay the groundwork for transitioning to a more sustainable plan-based funding model. FPCC will also continue to provide project-based funds for a variety of arts initiatives.

Another critical pressure is the level of endangerment of Indigenous arts, which are threatened by the aging of Knowledge Keepers, the loss of traditional materials through climate change and a Euro-Canadian perspective that views arts as economic commodities. Indigenous arts are intertwined with cultural teachings when art forms are lost, the teachings that go with them may also be lost. As such, FPCC is conducting research to better understand the current state of endangerment of Indigenous arts and what can be done to address the situation.

Cultural Heritage

Indigenous Peoples understand and describe cultural heritage as including ideas, experiences, worldviews, objects, forms of expression, practices, knowledge, spirituality, kinship ties, places and land valued by Indigenous Peoples. Each of these concepts is inextricably interconnected, holds intrinsic value to the well-being of Indigenous Peoples and affects present and future generations. FPCC's cultural heritage department is new as of 2018 and is working to support individuals and communities to connect with, document, pass on, and protect their cultural heritage.

So far, the cultural heritage department has received support through two new funding partners (the B.C. Heritage Branch and Indigenous Services Canada) in 2019/20. UNDRIP and the TRC have

provided clear messaging on the rights of Indigenous people to maintain and practice their cultural heritage, and we are hopeful that additional funding opportunities will arise as a result of government commitments. Cultural heritage is also impacted by climate change, as some traditional resources used for cultural purposes are declining. As traditional Knowledge Keepers age, it will become ever more important to document and share cultural heritage practices so they can be revitalized and passed on to younger generations.

Performance Plan

Goal 1: Sustain and support the lasting vitality of B.C. First Nations languages through investing in successful language revitalization strategies

Objective 1.1: Document every B.C. First Nations language and ensure every B.C. First Nations person has access to their language via FirstVoices.com.

Key Strategies:

- Support B.C. First Nations communities to document their languages and language speakers by providing funding and building sustained capacity in the technical skills required for them to create and build archives for their languages.
- Enhance usability of FirstVoices.com through technology improvements.
- Increase opportunities for communities to use their data to develop interactive tools and resources for language learning.
- Archive B.C. First Nations language resources through digitization.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
1.1a Number of new data points added to FirstVoices.com ^{1, 2}	13,493	25,000	30,000	35,000	40,000
1.1b Number of language resources digitized ^{3, 4}	275	50	750	1,125	1,500

¹ Data Source: FirstVoices Department, FPCC

² Data points include words, phrases, songs, stories and supporting media (audio, visual, images), and any other content that is created by communities to represent or support their archives on FirstVoices.com.

³ Data Source: Language Department, FPCC

⁴ Resources include audio-visual sources and textual documents.

Linking Performance Measures to Objectives:

1.1a FirstVoices.com is the website developed by FPCC to document B.C. First Nations words, phrases, songs and stories so that they will be available for use by future generations. FirstVoices grants fund communities to document their languages. FPCC's role is to support communities to curate and manage their data, but the data ownership remains with the communities. This measure tracks the total number of data points added to FirstVoices.com, which is an indicator of the rate at which languages are being documented.

1.1b This measure tracks the number of language resources that are digitized through FPCC's Digitization Program, which launched in 2019. This program takes existing resources, such as audio-visual sources (cassette tapes, CDs and VHS video) and textual documents (such as dictionaries, language learning resources, etc.) and transfers them into digital formats that can be accessed through the internet.

Discussion:

Performance Measure 1.1a:

This is a new performance measure as of 2018/19 – the first year that we provided multi-year funds to communities. We surpassed our target of 10,000 for 2018/19 and have revised our forecast for 2019/20 slightly downward based on the current pace of work. In future years, we have based our targets on the assumption that we will continue to upload complete dictionaries at a gradually increased pace. In the long-term, we expect these targets to decline as we complete the uploading of dictionaries and shift the focus to using these dictionaries in creative ways, for example as learning and teaching resources.

Performance Measure 1.1b:

FPCC launched a new grant stream, the Digitization Grant Initiative, in November 2019. Fiscal year 2018/19 focused on the digitization of resources that FPCC has in our current collection. We have worked at a faster pace than predicted: we had targeted 50 resources and we have digitized 275. The number of resources for fiscal year 2019/20 is low as the new grant stream is only just beginning and we have already made great progress digitizing our current collection. Our baseline year is 2019/20 as it is the first year we are providing digitization grants. The estimates included here are higher than last year's Service Plan (which targeted 300 per year) and have been based on the first round of grant applications, in which communities set high targets for digitization. Over the next few years we may adjust these targets as more communities access digitization grants and we determine the average pace of work.

Objective 1.2: Increase the number of fluent speakers of B.C. First Nations languages.

Key Strategies:

- Develop programs and provide funding to support effective language immersion programs to create new semi-fluent and fluent speakers of B.C. First Nations languages.
- Support communities to effectively implement these language immersion programs through training, coaching, tools and resources.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
1.2a Increase in language proficiency for Mentor-Apprentice Program participants ¹	n/a	83%	83%	83%	83%
1.2b Number of language immersion opportunities funded by FPCC ²	586	700	850	1,000	1,100

¹ Data Source: MAP program evaluation self-assessments of increase in fluency

² Data Source: Language Department, FPCC

Linking Performance Measures to Objectives:

1.2a. This performance measure is based on self-evaluation of language fluency by learners participating in the Mentor-Apprentice Program (MAP). The program involves 300 hours of one-on-one intensive immersion over one year with a fluent speaker – a method that has been shown to be one of the most effective ways of increasing fluency. Currently, this measure is tracked through an evaluation form completed by apprentices at the end of the program, in which they are asked whether their fluency increased. This measure tracks the percentage of participants who felt their fluency increased as a result of the program.

1.2b This performance measure includes the number of language learners participating in language immersion programs funded by FPCC's various program streams, which include:

- Mentor-Apprentice Program (MAP): 300 hours of one-on-one instruction with a fluent speaker
- Language Nest: An early immersion program in which children up to age five engage with Elders and other fluent speakers, speaking only their First Nations languages.
- Open Strategy Programs: The B.C. Language Initiative and the federally funded Aboriginal Languages Initiative programs (soon to be replaced by funding resulting from the *Indigenous Languages Act*) involve a variety of language revitalization programs. Some of these are language immersion programs such as courses, mentorship opportunities, or camps.

The number is inclusive of learners only, not mentors or language instructors. These programs have been shown to be effective in creating language fluency, and the number of opportunities FPCC funds is a good indicator of the increase in fluency as a result of these programs.

Discussion:

Performance Measure 1.2a:

As 2019/20 is the first year that we are using this performance measure, our targets in this Service Plan are estimates based on our knowledge of the impacts of the program. This year we will establish baseline data. We do not expect the percentage to increase year-to-year, as the MAP program is already highly effective, and the rate of learning is appropriate for new language learners. The rate will not be impacted by the growth of the program, as it is an average rate per learner.

Performance Measure 1.2b:

The number of language immersion opportunities is dependent on both the amount of funding available and community capacity. In 2018/19, many more opportunities for communities to access language immersion program funding were available due to the \$50 million investment by the Province of B.C. We found that while some programs increased at the rapid rate we expected (for example the MAP almost doubled over the past year), other programs have grown more slowly than we anticipated. This is because communities are in the process of developing the infrastructure to run language immersion programs successfully.

To run a language immersion program, communities need to have fluent and proficient speakers (who are generally already in high demand) and the infrastructure to run the program (for example trained staff, a location to host the program in, resources such as curriculum and learning tools, etc.). FPCC's regional coaches are working closely with communities to provide support as they engage in planning, staffing and training to increase their language programming and create the conditions for long-term success. As such, we have revised our targets slightly downward from last year's Service Plan, acknowledging that more time and funding will be needed to build community capacity to support

increased programming. In addition, as there is not currently an ongoing funding source beyond 2020/21, meeting these targets will also depend on the funding environment over the next few years.

Objective 1.3: Mobilize community capacity to carry out the work of language revitalization.

Key Strategies:

- Employ regional language coaches to work directly with communities in their regions on the development of language revitalization community plans and initiatives.
- Develop new resources and tools to support communities with language planning and capacity.
- Fund language programs that support communities to develop resources for language revitalization.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
1.3a Number of language resources developed by communities with FPCC funding ¹	593	600	650	700	750
1.3b Number of communities who have developed language revitalization plans with FPCC support ²	0	0	8	11	14

¹ Data Source: Language Department, FPCC

² Data Source: Language Department, FPCC

Linking Performance Measures to Objectives:

1.3a This performance measure includes resources created by communities as a result of receiving funding from FPCC. Language resources may take many forms, such as recordings, stories, songs, books, teaching resources, dictionaries and more. This is linked to objective 1.3 because the more resources that a community has to help them in learning and documenting their language, the greater their capacity will be to support language revitalization.

1.3b Starting in 2018/2019, FPCC began employing language revitalization coaches to engage with and support communities in developing readiness to create language revitalization plans. A language revitalization plan is a document that captures a community’s unique long-term vision for their language, including their specific goals and anticipated actions. This is linked to objective 1.3 because a community with a clear language plan will have increased capacity to implement language revitalization.

Discussion:

Performance Measure 1.3a:

While we expect to see steady growth in the number of resources communities develop over the next few years, we have revised our targets downwards in comparison to last year’s Service Plan. For 2018/19, we forecasted 750 resources and 593 were produced. For 2019/20 we targeted 850 and we are now projecting 600. This is because our previous targets were based on the assumption that with increased funding opportunities to communities, the number of resources they produce would increase in a parallel manner. But in fact, we have found that communities need to direct time and funding to

ramp up infrastructure and training for language programming before they are ready to increase the number of resources they create. As such, we continue to expect growth but on a more modest scale, and dependent upon a continued increase in the funding levels FPCC receives.

Performance Measure 1.3b:

FPCC began to fund communities to develop language revitalization plans through the Language Revitalization Planning grant stream in 2019/20. Through this program we are beginning to transition communities to a long-term plan-based funding model, rather than a model dependent on individual short-term projects. Language planning is a multi-year process that engages communities on many levels, and thus we do not expect any completed plans this first fiscal year. Over time, the number of completed plans is predicted to slowly increase, if funding levels grow. We have adjusted the targets slightly downward from last year's Service Plan, as we have seen that language planning is new to many communities and takes longer than we originally anticipated. Taking the time to do this work properly and with full community engagement is essential to the success of the community language plans. In the next two years, we will identify best practices and share examples from communities that have developed promising language revitalization plans, so that we can support rolling out this approach across the province.

Goal 2: Sustain and invest in the lasting vitality of Indigenous arts and cultural heritage

Objective 2.1: Support the development of Indigenous art forms (traditional and contemporary) through funding for Indigenous artists and investment in the growth of community capacity for arts infrastructure.

Key Strategies:

- Provide funding for Indigenous artists practicing a variety of art forms.
- Provide training, resources and funding for the development of Indigenous arts infrastructure.
- Fund programs that keep traditional arts alive by transferring knowledge of Indigenous arts, culture and heritage between individuals and groups.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
2.1a Number of individuals involved in FPCC arts projects ¹	1,500	1,500	1,700	1,850	2,000
2.1b Number of funding partners in arts and heritage ²	5	7	8	9	10

¹ Data Source: Arts Department, FPCC

² Data Source: Arts and Heritage Departments, FPCC

Linking Performance Measures to Objectives:

2.1a By increasing the number of individuals involved in FPCC arts projects, we can assess the reach and impact of those projects to support the development of Indigenous arts. Arts projects may include visual or performance arts (such as music or dance).

2.1b The number of funders for arts and cultural heritage has a direct relation to the amount of art funding we can disseminate and the sustainability and impact of FPCC programs and services.

Discussion:

Performance Measure 2.1a:

We hope to increase the number of arts projects funded in the coming years, and by doing so create opportunities for more individuals to be involved. While we have not yet secured funding partners to reach the targets identified in this Service Plan, this work is ongoing. We are hopeful that government commitments to reconciliation and Indigenous rights (through adoption of the TRC Calls to Action and UNDRIP) will create more funding opportunities for the coming years and have therefore based our targets on an assumption of increased funding. However, we are making conservative estimates as securing ongoing funding for arts programs has proven to be challenging, and funding levels typically vary year-to-year. Our forecast for 2019/20 (1,500) is slightly below our anticipated amount from last year's Service Plan (1650) due to funding levels.

Performance Measure 2.1b:

In order to meet our targets for growth in the arts and cultural heritage departments, it is important that we increase the number of funding partners. In 2019/20 we surpassed our target of three funding partners when we gained two new funding partners for cultural heritage programs (the B.C. Heritage Branch and Indigenous Services Canada). We also secured a new funder for arts programming for 2020/21 (Tides Canada). We have been engaged in short- and long-term business planning, which will allow us to clearly communicate our vision and the impacts of our work to funders, as well as to demonstrate linkages with funder priorities such as reconciliation, decolonization, climate change and Indigenous rights. This positions us well to develop relationships with new funding partners over the coming years, and as such we have increased our targets from last year's Service Plan.

Goal 3: Support Indigenous communities and individuals in B.C. to meet their arts, language, culture and heritage revitalization goals.

Objective 3.1: Provide effective training, tools and resources to promote the success of Indigenous arts, language, culture and heritage revitalization programs

Key Strategies:

- Provide training to enable language revitalization programs to be successful and to support B.C. First Nations communities in language planning.
- Provide training to assist Indigenous artists to access and benefit from FPCC arts programs.
- Create and disseminate tools and resources to support the revitalization of Indigenous arts, language, culture and heritage.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
3.1a Number of new tools and resources to support language, arts, culture and heritage revitalization ¹	18	27	22	24	25
3.1b Number of individuals receiving language training from FPCC ²	814	750	800	850	900
3.1c Number of individuals participating in FPCC arts workshops ³	48	60	90	120	140

¹ Data Source: Arts, Heritage and Language Departments, FPCC

² Data Source: Language Department, FPCC

³ Data Source: Arts Department, FPCC

Linking Performance Measures to Objectives:

3.1a This performance measure includes resources developed by FPCC for communities (such as learning and assessment tools, pamphlets on topics identified by communities and stakeholders, handbooks, videos, etc.) as well as resources developed for experts in the field (such as policy papers, fact sheets, templates and models). FPCC chooses which resources it develops each year based on feedback from partners, communities and colleagues with expertise in the fields of language, arts, culture and heritage revitalization. These resources are designed in response to community feedback and needs.

3.1b This performance measure counts the number of individuals FPCC provides language training to, whether they receive training as a participant in an FPCC program or are non-program participants who have requested training. Also included are individuals or communities receiving language planning training from FPCC language revitalization coaches. The specialized training that we provide is one of the features that makes FPCC programs unique by providing support to participants and strengthening partnerships with communities. This training is an important component of supporting community capacity for language revitalization planning and programming, and implementing effective fluency and documentation approaches.

3.1c This performance measure includes the number of individuals attending workshops delivered in communities to support artists and organizations. These workshops explain the various funding opportunities available to artists through FPCC and provide support for the application process. This training supports strong applications to the FPCC arts programs.

Discussion:

Performance Measure 3.1a:

The number of resources for 2018/19 was on track with the projection from last year's Service Plan. In 2019/20 we increased our focus on creating resources to support new programming in languages and cultural heritage, and developed new learning resources, fact sheets, costing research, policy papers and webinars. We also created a number of resources for the UNESCO³ International Year of Indigenous Languages. As such we have surpassed our target for 2019/20. In the years 2020/21 and beyond we are planning to develop some larger scale resources (such as instructional videos, planning toolkits and new research on the status of Indigenous arts) that deliver significant impacts for communities.

³ United Nations Education, Scientific and Cultural Organization

Performance Measure 3.1b:

These targets have increased significantly since last year's Service Plan. We had forecasted that we would provide training to 400 people in 2018/19, and the actual was more than double (814). In 2018/19, we had an unusually high number of participants in training programs due to increases in the amount of grants we funded, which require new recipients to participate in training. Our target was to train 500 people in 2019/20, and we are now forecasting to train 750 – slightly less than last year as some program participants from last year are in multi-year programs and do not need additional training this year. We have revised our targets upwards from last year's Service Plan and expect that the number of people we train will gradually increase as FPCC programs continue to grow. Over the long-term, as communities transition to a plan-based funding model, we anticipate that FPCC will focus increasingly on training and capacity mobilization.

Performance Measure 3.1c:

The targets for this measure are directly tied to funding levels, which impact our staffing capacity to deliver these workshops. In 2019/20 we are projecting to fall short of our target of 90 workshops due to our staffing capacity – we have been focused on rolling out several new grant streams this year, as well as putting on FPCC's first music and culture festival (Indigifest), and fewer workshops than anticipated were delivered. Our projections for 2020/21 and beyond have been revised downward from last year's Service Plan projections (180 per year), as we anticipate that securing increased funding for the arts will continue to be challenging. Nonetheless, we have predicted that the number of people we train will gradually increase, with the assumption that we will successfully access some increased funding for the arts programs.

Objective 3.2: Ensure FPCC programs are responsive to the needs of B.C. First Nations and deliver benefits to B.C. First Nations

Key Strategies:

- Deliver funding to support the revitalization of Indigenous languages, arts, cultures and heritage.
- Be flexible and responsive to the needs of FPCC stakeholders, delivering services that are useful and impactful.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
3.2a Grants delivered to communities ²	\$11.4 million	\$18.5 million	\$22 million	\$26 million	\$30 million
3.2b Level of user satisfaction with FPCC programs ²	80%	80%	82%	84%	85%

¹ Data Source: Arts, Heritage, Language and Operations Departments, FPCC

² Data Source: Arts and Language Departments, FPCC

Linking Performance Measures to Objectives:

3.2a The amount of grant funding delivered to communities is one indicator of the level of support we provide to communities. In addition to grants for communities, we also expend funds on: the development of learning models and resources; events such as conferences and showcases that promote Indigenous languages, arts, culture and heritage; community support through coaching and

training; and, policy, networking and advocacy. These costs are not covered in this performance measure, but they still deliver direct and impactful benefits to communities.

3.2b The level of user satisfaction is a new measure, which we introduced in 2019/20. It will be tracked using a survey question on all program final reports that allows respondents to rate their level of satisfaction on a scale, and to make suggestions for areas of improvement that we can then integrate into FPCC programs through a continuous improvement cycle. Approximately 95% of grant recipients respond to this survey question.

Discussion:

Performance Measure 3.2a:

Determining targets for grants to communities beyond 2019/20 is challenging as there is uncertainty regarding both federal and provincial funding sources, as described in the Operating Environment section of this plan. Based on the current operating environment, we expect FPCC funding levels to meet or (if we are successful in our current fundraising and advocacy efforts) surpass the projections included in this Service Plan, and we have based our targets on this assumption.

Grants to communities will provide increased opportunities for language fluency programs, language documentation, language planning, and the creation of tools and resources to support language learning – all of which are tracked in this Service Plan. Grants will also fund growth in community capacity through hiring, professional development, awareness raising, engagement, etc. – impacts which are not tracked in this Service Plan, but are essential to long-term community success.

Performance Measure 3.2b:

In 2018/19 we surpassed our target of 70%. As we continue to offer more services, workshops, communications and regional supports that respond to community needs we expect satisfaction to grow, and then eventually flatten out over time as we near 85%–95%.

Goal 4: Build awareness and appreciation for Indigenous languages, arts and culture in B.C. and promote the work of FPCC to communities, funders, and leadership.

Objective 4.1: Build awareness about FPCC's work and its impacts.

Key Strategies:

- Disseminate information about the opportunities FPCC offers to communities through a variety of social media formats.
- Improve and maintain the FPCC website so it is relevant to users and easy to navigate.
- Use multiple forms of media to raise public awareness about Indigenous arts, languages and cultural heritage

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
4.1a Number of followers engaged through FPCC social media streams ¹	17,500	21,000	22,000	24,500	27,000
4.1b Number of website visits ²	260,800	340,000	350,000	360,000	370,000

¹ Data Source: Communications Department, FPCC

² Data Source: Communications and IT Department, FPCC

Linking Performance Measures to Objectives:

4.1a The number of social media followers is a good indicator of the growth and awareness of FPCC.

4.1b This measure includes activity on all FPCC websites (FPCC, FirstVoices, First Peoples' language and arts maps) and continues to be an effective way to track interest in FPCC programs, products and services.

Discussion:

Performance Measure 4.1a:

FPCC currently uses Facebook, Twitter, Instagram, YouTube and LinkedIn to reach our communities and stakeholders through social media. FPCC has been focusing on increasing social media use and has recruited staff with social media expertise. As a result, we have surpassed our projection of 16,350 followers for 2018/19. There was a significant increase in followers in 2019/20 due to major events (Indigifest and an international language conference) that were held in 2019. Further, Instagram was added in 2019 as a new channel. As 2019/20 had an unusually high number of special events, we expect to see more gradual growth in 2020/21 and beyond.

The number of followers has been adjusted upwards compared to last year's Service Plan targets as we have plans to increase the volume of valuable, relevant and timely content we share on social media to engage directly with FPCC's audiences.

Performance Measure 4.1b:

Our 2018/19 actuals fall short of our projected target in last year's Service Plan (330,000) because we introduced a more accurate website tracking system that year and had not yet established baseline data. In 2019/20, major events such as Indigifest (a music and culture festival) and the "HELISET TFE SKÁL – 'Let the Languages Live' International Language Conference" significantly increased web traffic as compared to the previous year, putting us right on track with last year's Service Plan's target. We expect to see continued growth in website traffic as public awareness of Indigenous languages, arts and culture grows. We also anticipate that an increase in social media followers will draw people to the FPCC website.

In 2020/21 we will be launching a new website, which will be more user-friendly and accessible, including more stories and videos from community members that will speak to the impacts of FPCC programs and the richness of Indigenous languages, arts, and cultural heritage in B.C. We expect that this will draw new visitors to the website. On the other hand, in 2019/20 we launched a grants management portal, so applicants will no longer need to use the FPCC website to download grant applications and guidelines. This could potentially reduce website traffic. As a result of these variables, we have projected modest growth for the coming years, with targets consistent with the previous year's Service Plan.

Goal 5: Provide leadership on a provincial, national and global scale to support Indigenous arts, language, culture and heritage revitalization

Objective 5.1: Position the organization as the go-to thought leader on Indigenous languages, arts, culture and heritage in B.C., Canada and internationally.

Key Strategies:

- Share information, tools and resources through attending events and conferences, and making presentations at gatherings for Indigenous arts, language, culture and heritage revitalization.
- Collaborate with Indigenous partners and provincial government ministries in the fields of Indigenous arts, language, culture and heritage revitalization.
- Play a leadership role in the establishment and coordination of networks and collectives.

Performance Measure(s)	2018/19 Actuals	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
5.1a Number of events, conferences, and presentations FPCC staff attend ¹	123	90	90	100	110
5.1b Number of collaborative partnerships for FPCC ²	40	42	44	46	47

¹ Data Source: Language, Arts, Heritage and Operations Departments, FPCC

² Data Source: Language, Arts, Heritage and Operations Departments, FPCC

Linking Performance Measures to Objectives:

5.1a The number of events, conferences and presentations FPCC staff attend is a good indicator of the time and energy we spend connecting with others in our field, both to promote FPCC programs, services and resources, and to provide guidance and expertise based on FPCC’s research and best practices. These connections help establish FPCC as a go-to thought leader.

5.1b This measure includes formal partnerships, informal partners that we work on collaborative projects with, FPCC funders, organizations that we provide training and support to, members of networks that we coordinate and others. The number of collaborative partnerships we have is an indicator of the reach and impact of FPCC’s role as a leader in our field. A growing number of organizations and provincial government ministries want to work with us on projects to support the revitalization of Indigenous arts, language and cultural heritage, and these collaborative partnerships are mutually beneficial to both support FPCC’s mandate and provide expertise to our partner organizations. We also coordinate several networks such as the Language Roundtable (within B.C.) and the international [Endangered Languages Project](#).

Discussion:

Performance Measure 5.1a:

In 2018/19, FPCC staff members attended an unusually high number of events, conferences and presentations. This was due both to an increase in FPCC staff members (including regional language coaches, a language researcher, a heritage department manager and others) and events that FPCC hosted or participated in related to the United Nations 2019 International Year of Indigenous Languages and engagement on the national *Indigenous Languages Act*. We have adjusted our targets

significantly upwards from last year's Service Plan as a result of having more staff who are able to participate in these activities. However, we do not expect this level of engagement to increase as much in future years. Primarily, we are focusing on growth in the delivery of funding and training to communities to increase language fluency and support Indigenous arts and cultural heritage. As such, we plan to maintain our current level of participation in external events (such as conferences) and increase our time spent delivering educational presentations to key stakeholders, conducting community visits, and hosting workshops and webinars.

Performance Measure 5.1b:

In 2018/19, we slightly surpassed our projection for collaborative partnerships from last year's Service Plan (37), and we are on track to do the same for 2019/20 (last year's prediction was 39). As such, we have adjusted our targets for 2020/21 somewhat upwards, while still predicting gradual growth. Over the coming years we will focus on building new partnerships that directly benefit Indigenous communities in B.C. through increased opportunities for Indigenous language, arts and culture revitalization.

Part of FPCC's role is to provide advice and increase collaboration with B.C. government ministries whose mandates intersect with FPCC's on the policy and actions required to meet government's commitments to implement UNDRIP and the TRC Calls to Action as per the mandate letter. In 2020-21, FPCC will continue to strengthen partnerships with the Ministry of Forests, Lands, Natural Resource Operations and Rural Development, and the Ministry of Tourism, Arts and Culture. We also anticipate ongoing opportunities to collaborate with the Ministry of Education, Ministry of Advanced Education, Skills and Training, and the Ministry of Children and Family Development to support Indigenous language revitalization efforts.

Financial Plan

Summary Financial Outlook

(\$000's)	2019/2020 Forecast	2020/2021 Budget	2021/2022 Plan	2022/2023 Plan
Revenues				
Ministry of Indigenous Relations & Reconciliation	1,051	1,051	1,051	1,051
New Relationship Trust	0	0	0	0
BC Arts Council	1,492	1,500	1,500	1,526
Other Provincial Ministries	200	0	0	0
Grants from Federal Ministries	4,748	6,500	6,500	6,500
Grants from Non-Governmental Organizations	16,850	22,982	23,183	23,655
Deferred Revenue	228	0	0	0
Interest and Other	164	2,922	3,020	3,080
Office overhead recoveries	32	0	0	0
Total revenue	24,765	34,955	35,254	35,812
Expenditures				
Language Programs	16,929	23,489	23,567	23,908
FirstVoices Programs	2,221	3,075	3,041	3,102
Arts Programs	2,480	4,694	4,702	4,781
Heritage Programs	585	356	445	454
Operating Expenses and Overhead				
Administrative Salaries/benefits & Governance	1,074	1,885	1,933	1,971
Amortization	231	341	355	360
Other Operating Costs	1,245	1,114	1,211	1,236
Total Expenses	24,765	34,955	35,254	35,812
Excess (Deficiency) of Revenue over Expenses	0	0	0	0
Capital Expenditure	195	170	420	150
Staffing (Actual and Budgeted FTE)	34	49	54	54
Total Liabilities	0.00	0.00	0.00	0.00
Accumulated Surplus / Retained Earnings	384	384	384	384

Key Forecast Assumptions, Risks and Sensitivities

The financial information in this Service Plan has been prepared based on the assumption that FPCC will continue to receive investments from the provincial and federal governments in languages, arts and cultural heritage, which are similar to our expectations for 2020/21. Funding for 2020/21 is as of yet unconfirmed for our arts and heritage programs, and the years beyond 2020/21 are less certain for all programs, so we have included a budget that does not predict significant funding increases over the next three years.

The performance measures in this Service Plan have been based on our organizational goals to diversify our funding sources and advocate for increased investment by government over the long-term, which would create opportunities for us to offer more programs and services to communities as described in this plan. In order to meet the targets for growth included in this Service Plan, we will require funding in 2021/22 and 2022/23 to increase beyond what is already included in the Service Plan budget.

Greater provincial and federal policy and legislation to support Indigenous rights, self-determination and reconciliation may lead to increased investments in Indigenous-led organizations working to revitalize Indigenous languages, arts and cultural heritage. The new federal *Indigenous Languages Act* is a promising step towards Indigenous-led language revitalization funds, but the long-term impacts on FPCC remain uncertain.

In addition, the possibility of an economic downturn presents risks to ongoing investments. FPCC is focusing on business planning, fundraising and advocacy and remains optimistic that these risks will be mitigated through strong and diverse funding partnerships. Access to Indigenous languages, arts and cultural heritage is a human right, and thus should not be impacted by policy or economic changes. However, given the current funding levels and commitments, FPCC has based targets in this plan on estimates that are somewhat more conservative as we seek longer-term, predictable funding.

Management's Perspective on the Financial Outlook

As discussed in the operating environment section of this report, FPCC faces uncertainty regarding the financial outlook of the organization over the next three years. In relation to language funding, the FPCF's plan for the \$50 million provincial investment indicates the funding will be spent by the end of 2020/21. Federally, FPCC will receive increased funding in 2020/21 as a result of the new *Indigenous Languages Act*, although funding amounts beyond that year have not yet been confirmed. In regard to arts and cultural heritage funding, while some funding has been allocated for 2020/21, there are no sustainable multi-year funds, so funding beyond 2020/21 is uncertain.

In addition to this uncertainty, other potential risks include:

- Possibility of an economic downturn, which could decrease access to funding and increase competition for limited resources.
- Limited and inconsistent funding sources for arts and cultural heritage.

Other potential opportunities include:

- B.C.'s *Declaration on the Rights of Indigenous Peoples Act* passed (received Royal Assent) in November of 2019. This Act will help the B.C. government implement UNDRIP, which contains provisions regarding the revitalization and practice of Indigenous languages, arts and cultural heritage and speaks to the importance of this work being Indigenous led. This

legislation could potentially mean more opportunities for FPCC to work with communities to implement the provisions of the Declaration that relate to these matters.

- Government commitments to the Truth and Reconciliation Commission's (TRC) Calls to Action, the MMIWG recommendations and pressure on B.C. and Canada to take action to address climate change and its impacts on Indigenous people – all of which could provide impetus for increased funding for FPCC's programs.
- Potential collaboration with technology partners to integrate Indigenous languages into existing apps, games and online tools.
- FPCC has invested in research, advocacy and long-term business planning grounded in community-based research. Through this work, FPCC is endeavoring to secure large-scale investments and diversified funding sources to enact a vision of a future in which Indigenous arts, languages and cultural heritage in B.C. are thriving.

Appendix A: Hyperlinks to Additional Information

Corporate Governance

The First Peoples' Cultural Council (FPCC) is governed by a Board of Directors comprising up to 13 members. In 2018, Cynthia Jensen Fisk, of the Fireweed Clan, from the house of Geel of the Gitx'san Nation became Chair of the Board of Directors.

The work of the Board is supported by three sub-committees: governance, finance and audit, and human resources and compensation. In addition, the Board is supported by a 34-member Advisory Committee, with one representative for each of the First Nations language groups in B.C.

FPCC's governing legislation was amended in 2011 to include representation from all B.C. First Nations language groups on the FPCC Advisory Committee. It offers more flexibility, which is consistent with contemporary best practices that allow Crown corporations to determine their own structure and governance processes. As a result, it is possible for each language group to have a cultural representative to provide advice to the FPCC Board and staff.

Membership for both the Advisory Committee and the Board of Directors is sought through an open application process, which is managed by the Board's Governance Committee. This open application process means that any B.C. First Nations and Indigenous individual, organization or community can nominate someone or apply for membership.

The Advisory Committee and 10 of the 13 Board members are all recommended for appointment by the Board's Governance Committee (and then appointed by the Minister), in addition to the three Board members directly appointed by the Minister.

Organizational Overview

FPCC's mandate is to assist B.C. First Nations and Indigenous people in their efforts to revitalize their languages, arts, heritage and cultures. FPCC serves 203 B.C. First Nations, 34 languages, over 90 language dialects and a number of First Nations and Indigenous arts, culture and educational organizations.

FPCC is a provincial Crown Corporation formed by the government of British Columbia to administer the First Peoples' Heritage, Language and Culture Program. The First Peoples' Cultural Council is supported by legislation: [*First Peoples' Heritage, Language and Culture Act*](#) (FPHLC Act).

As stated in the *FPHLC Act*, FPCC's legislated mandate is to:

- Protect, revitalize and enhance First Nations heritage, language, culture and arts.
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities.
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

Vision and Mission

Our vision is one where “B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized and embraced by all citizens of B.C.”

Our mission is to provide leadership for the revitalization of First Nations languages, culture and arts in British Columbia.

Our Values

Accountability – The CEO, Board and staff are directly accountable to the organization’s stakeholders and to First Nations in B.C.

Transparency – Program procedures and decisions are open and transparent.

Results-based – Program delivery is efficient and outcome-based.

Collaboration – Programs are coordinated with other service providers and language groups to maximize benefits.

Integrity – All work is done with an overriding focus on cultural integrity and honesty.

Our Stakeholders

203 B.C. First Nations
First Nations communities
First Nations language champions
First Nations language learners
First Nations schools
First Nations Elders
Indigenous artists
Indigenous musicians
Indigenous arts and culture organizations
British Columbia residents

Our Key Funders and/or Partners

Ministry of Indigenous Relations and Reconciliation (MIRR)
First Peoples' Cultural Foundation (FPCF)
B.C. Arts Council (BCAC)
Department of Canadian Heritage (PCH)
University of Hawai'i at Manoa
Eastern Michigan University
Margaret A. Cargill Philanthropies (MACP)
Creative BC
Library and Archives Canada
Aboriginal Neighbours, Anglican Diocese
Endangered Languages Project Council
Royal BC Museum (RBCM)

Tides Canada
BC Ferries
Ministry of Education
Ministry of Advanced Education, Skills and Training
Ministry of Children and Family Development
First Nations Technology Council (FNTEC)
Heritage BC
Heritage Branch, Place Names Department, Ministry of Forests, Lands, Natural Resource Operations and Rural Development
BC Museums Association
BC Association of Aboriginal Friendship Centres
First Nations Education Steering Committee (FNESC)
Indigenous Higher Learning Association
LÁU, WELNEW Tribal School
Chief Atahm School
University of Victoria
University of British Columbia
First Nations Schools Association
En'owkin Centre
Blue Quills University (Alberta)
Yukon Native Language Centre (Yukon)
Mi'kmaw Kinamatnewey (Nova Scotia)
Jane Juuso and Sami Indigenous partners

Report on the Status of B.C. First Nations Languages

FPCC reports on the status of B.C. First Nations languages every four years. We have so far produced three reports – one in 2010, a second in 2014, and a third in 2018. According to the *2018 Report on the Status of B.C. First Nations Languages*:

- Fluent speakers of a First Nations language make up 3.0% of the total B.C. First Nations population, a decrease of 1.1% from 2014.
- Just over half (51.9%) of fluent First Nations language speakers are aged 65 and over. The passing of fluent Elders is the main reason why fluent speakers are declining.
- There are 13,997 language learners as of 2018. This includes an increase of 2,135 (9.1%) active learners since 2014.
- 98.4% of semi-fluent speakers are under age 65.
- 78.1% of learners are 24 years old or younger.
- First Nations language learners comprise 10.2% of the total provincial First Nations population, an increase since 2014.
- 24 out of 34 First Nations languages have an archive of their language on FirstVoices.com.

Contact Information and Links

Section	Hyperlink
Organizational Overview Mission, vision and values Legislation and mandate Overall benefit or service Principal partners and stakeholders How services are delivered	http://www.fpcc.ca/about-us/
Programs and Special Projects Language programs Arts programs Culture & heritage programs Endangered Languages Project Our Living Languages Exhibition FPCC mapping projects Language Revitalization Coaching	http://www.fpcc.ca/language/Programs/ http://www.fpcc.ca/arts/ http://www.fpcc.ca/culture/ http://www.fpcc.ca/language/ELP/ http://www.fpcc.ca/language/exh.aspx http://www.fpcc.ca/language/language-map/ http://www.fpcc.ca/language/coaching/
Corporate Governance Board of Directors Advisory Committee Board Committees Senior Management Governance Principles	http://www.fpcc.ca/about-us/board/ http://www.fpcc.ca/about-us/advisory/ http://www.fpcc.ca/about-us/board/ http://www.fpcc.ca/about-us/staff/ http://www.fpcc.ca/about-us/governance/
Status of Language Report	http://www.fpcc.ca/language/status-report/
FirstVoices	http://www.fpcc.ca/language/FirstVoices/ and https://www.firstvoices.com/