



August 15, 2023

Leslie Brown
Chair, Board of Directors
Royal British Columbia Museum
675 Belleville Street
Victoria, BC V8W 9W2

Dear Leslie Brown:

On behalf of Premier Eby and the Executive Council, I would like to extend my thanks to you, your board members, and your organization's leadership for your dedication, expertise, and service to the people of British Columbia.

Public sector organizations—including Crowns, Health Authorities, and Post Secondary Institution Boards—support British Columbians by delivering vital public services and are accountable to the public through their responsible Minister. Your leadership in advancing and protecting the public interest strengthens trust in public institutions.

You are serving British Columbians at a time when people in our province continue to recover from and respond to the upheaval caused by the COVID-19 pandemic, an ongoing toxic drug crisis, and climate-related natural disasters, and while global inflation is driving up costs. Now more than ever, we need to focus on building a prosperous, low-carbon, sustainable economy, and a province where everyone can find a good home—in rural areas, in cities, and in Indigenous communities.

This mandate letter, which I am sending in my capacity as Minister responsible for Royal BC Museum, sets out overarching principles relevant to the entire public sector and specific direction on priorities and expectations for your organization for the remainder of Government's term.

Government and public sector organizations must continue to advance results that people can see and feel in these key areas: strengthened health care, safer communities, attainable and secure housing, and a clean and fair economy that delivers affordability and prosperity.

In doing so, you will continue working towards lasting and meaningful Reconciliation by supporting opportunities for Indigenous Peoples to be full partners in the province we are building together, and delivering on specific commitments as outlined in the *Declaration on the Rights of Indigenous Peoples Act* action plan.

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As required by the *Climate Change Accountability Act*, please ensure your organization implements targets and strategies for minimizing greenhouse gas emissions and managing climate risk, including achieving carbon neutrality each year and aligning with the CleanBC target of a 50 percent reduction in public sector building emissions and a 40 percent reduction in public sector fleet emissions by 2030. Your organization is expected to work with Government to report out on these plans and activities as required by legislation.

Our province's history, identity, and strength are rooted in its diverse population, yet racialized and marginalized people face historic and present-day barriers that limit their full participation in their communities, workplaces, government, and their lives. The public sector has a moral and ethical responsibility to tackle systemic discrimination in all its forms—and every public sector organization has a role in this work. As part of this work, your organization is expected to adopt the Gender-Based Analysis Plus (GBA+) lens to ensure gender equity is reflected in your operations and programs.

British Columbians expect that public sector organizations operate in a responsible manner to deliver quality services equitably in all regions of the province. This requires strategic stewardship of planning, operations, and policies in the areas of financial, risk, and human resource management including information security and privacy protection.

The protection of government data and networks is a priority, especially where it concerns personal information of British Columbians. Public sector organizations must maintain up to date systems and effective cybersecurity practices, including maintaining current information management and cybersecurity policies, guidelines, and standards; evaluating your organization against industry standards; and maintaining appropriate security and privacy practices. The Office of the Chief Information Officer within the Ministry of Citizens Services is available to support and offer guidance to your organization in any of these areas.

Public sector organizations must also implement and maintain an effective fraud risk management strategy. The Office of the Comptroller General and the Risk Management Branch in the Ministry of Finance are available for consultation.

The Crown Agencies Secretariat (CAS) in the Ministry of Finance supports public sector organizations to operate effectively, in the public interest, and aligned with Government's strategic direction and priorities. Within CAS, the Crown Agencies and Board Resourcing Office (CABRO) will continue to support you and your board on recruitment, appointments, and professional development, as well as ensuring Board composition and governance reflects the diversity of our province. CAS can support you in public sector governance best practices, policy, and planning.

I expect you to ensure the important priorities and areas of focus listed in this letter are incorporated into the practices of your organization and develop plans to address the following new priorities within your approved budget:

- Continue to work closely with the Ministry of Tourism, Arts, Culture and Sport, partners, and communities to advance reconciliation and support repatriation of cultural belongings and ancestral remains to Indigenous communities in British Columbia through:
 - resetting the relationship between the Royal BC Museum and Indigenous Peoples in B.C.;
 - proactively and collaboratively working with communities to support repatriation and improving access to the residential school records in the BC Archives; and
 - supporting the development of a provincial repatriation policy framework.
- Increase the Royal BC Museum's presence across the province and prioritize making the Museum and BC Archives' collections and records more accessible to all British Columbians by:
 - ensuring appropriate capacity and joint Ministry of Tourism, Arts, Culture and Sport decision making to advance the design and building of the Collections and Research Building in Colwood; and
 - advancing partnerships with existing and emerging cultural organizations such as the Chinese Canadian Museum and the South Asian Museum to make collections more accessible to the public, support cultural sovereignty, and expand public engagement.
- Deliver relevant, sustainable, and engaging exhibitions and programs reflective of British Columbia and contemporary museum and cultural practice, including financially responsible and sustainable operations through:
 - maximizing unique visitor experiences, both onsite and online, by continuing to offer relevant and engaging exhibitions, programs, and services; and
 - increasing revenues from exhibitions, programming, services, and commercial opportunities to support operations and return to a balanced budget.
- Advance work to support a modern, accessible, and inclusive Museum through:
 - continuing the work with the Ministry of Tourism, Arts, Culture and Sport to engage in a robust consultation with Indigenous communities, British Columbians, and stakeholders to inform next steps in the Museum's future; and
 - continuing the work required for cultural transformation within the Museum and archives, including embedding equity, diversity, and inclusion in all policies, practices, procedures, and programming.

Each board member is asked to sign this letter to acknowledge this direction from Government to your organization. The signed letter is to be posted publicly on your website by summer 2023.

I look forward to continuing to work with you and your Board colleagues to meet the high standards set for us by all British Columbians.

Sincerely,



Lana Popham
Minister of Tourism, Arts, Culture and Sport
Date: August 15, 2023

pc: Honourable David Eby, KC
Premier

Shannon Salter
Deputy Minister to the Premier, Cabinet Secretary
and Head of the BC Public Service

Heather Wood
Deputy Minister and Secretary to Treasury Board
Ministry of Finance

Mary Sue Maloughney
Associate Deputy Minister, Crown Agencies Secretariat
Ministry of Finance

Neilane Mayhew
Deputy Minister
Ministry of Tourism, Arts, Culture and Sport

Tracey Drake
Acting Chief Executive Officer
Royal British Columbia Museum

Lorne Brownsey
Board Member
Royal British Columbia Museum

pc: Bob Chamberlin
Board Member
Royal British Columbia Museum

Dan George
Board Member
Royal British Columbia Museum

Ry Moran
Board Member
Royal British Columbia Museum

Carole James
Board Member
Royal British Columbia Museum

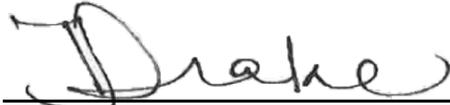
Robert Jawl
Board Member
Royal British Columbia Museum

Lenora Lee
Board Member
Royal British Columbia Museum

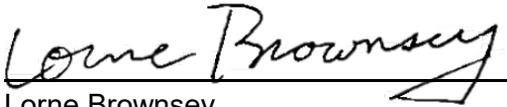
Peeter Wesik
Board Member
Royal British Columbia Museum



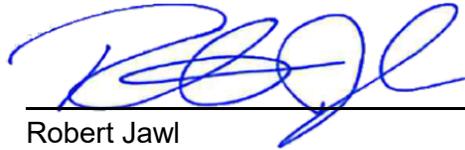
Leslie Brown
Chair, Royal BC Museum
Date: September 11, 2023



Tracey Drake
A/CEO, Royal BC Museum
Date: September 11, 2023



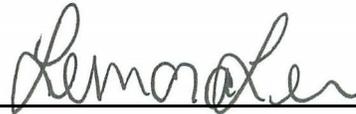
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Director, Royal BC Museum
Date: September 11, 2023



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Director, Royal BC Museum
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Director, Royal BC Museum
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