

First Peoples' Cultural Council

2019/20 – 2021/22 SERVICE PLAN

February 2019



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Board Chair Accountability Statement



I am pleased to present the 2019/20 - 2021/22 First Peoples' Cultural Council Service Plan, which 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 in the plan 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, 2018 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 'CJ Fisk'. The signature is stylized with a large 'C' and 'J'.

Cynthia Jensen Fisk
Board Chair

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Strategic Direction and Alignment with Government Priorities

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 British Columbia (B.C.). FPCC's role is to provide funding and resources to communities, monitor the status of B.C. First Nations languages, and develop strategies and policy recommendations that promote revitalization of Indigenous languages, arts, cultures and heritage. Input from B.C. First Nations communities is used to guide our policies and best practices through the Board of Directors and Advisory Committee, Peer Review Committees, community engagement and focus groups, and planning and decision-making using a community-development model.

In 2017, the B.C. provincial government committed to fully adopting and implementing the United Nations Declaration on the Rights of Indigenous People (UNDRIP) and the Truth and Reconciliation Commission of Canada (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 called for governments and other organizations to take action to support reconciliation, including the revitalization of Indigenous languages, cultures, arts and heritage. UNDRIP 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. FPCC's mandate and activities are in alignment with and support the implementation of UNDRIP and the TRC².

FPCC is well-positioned to contribute critical resources to address the language loss resulting from residential schools and support the transmission of artistic and cultural knowledge and reclamation of Indigenous heritage.

FPCC's 2019/20 Mandate Letter from 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 invest in the lasting vitality of B.C. First Nations languages through successful language revitalization strategies (Goal One) • 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, culture and 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)

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

² For a full list of the UNDRIP articles visit: https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf. For a list of the TRC Calls to Action, visit: https://nctr.ca/assets/reports/Calls_to_Action_English2.pdf.

	<ul style="list-style-type: none"> • 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)
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FPCC also contributes to the government's key priority of building "a strong, sustainable economy" as our programs create employment and economic opportunities in Indigenous communities. For example, our funding provides economic support to artists to create art that they can sell, supporting the Indigenous art economy. And as language learners gain knowledge and fluency, new job opportunities can open up for them as teachers, in the tourism sector, or within their communities as ceremonial speakers and leaders. 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 funding environment for Indigenous language revitalization has changed in the past year, which has impacted FPCC's operating environment. 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.³ FPCC works closely with FPCF on shared language revitalization goals although FPCF is an independent organization with a separate Board of Directors. This change means that FPCC has the opportunity to access increased funding for language revitalization.

As the \$50 million investment has been earmarked specifically for language revitalization, our arts and heritage programs continue to face challenges related to lack of sufficient, sustainable funding. As we enter into the 2019/2020 fiscal year, we are working to ensure that the growth of the language department delivers maximum benefits to B.C. First Nations, while also taking steps to secure additional funding from diverse sources to support our Indigenous arts and heritage programming.

Languages

The language department operates within a complex environment of linguistic diversity, which encompasses 203 First Nations, 34 languages, and over 90 dialects throughout B.C. These languages and the communities who speak them face challenges due to the ongoing impacts of colonialism and the residential school system. For example, the *Report on the Status of B.C. First Nations Languages* published by FPCC in 2018 tells us that only 3% of B.C. First Nations individuals are fluent in their languages (down from 4% on 2014), and 52% of these speakers are ages 65 and older. As many fluent speakers age, the opportunities to revitalize First Nations languages are rapidly declining, and there is an urgent need to act quickly and effectively to protect their rich linguistic and cultural diversity.

FPCC will apply annually to FPCF to access a portion of the \$50 million investment in Indigenous languages. Funds will be used to deliver on our mission of revitalizing First Nations languages, with activities such as:

- Providing more and larger grants to communities to fund existing language programs with proven success in creating more fluent speakers of B.C.'s First Nations languages.

³ \$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.

- Creating opportunities for innovation through the addition of new language learning programs, such as the “Reclaiming My Language” program, which supports individuals who understand, but do not speak, to begin speaking their language.
- Increasing focus on mobilizing community capacity and rebuilding/strengthening community infrastructure to support language revitalization – including the addition of regional language revitalization coaches and new programs, tools and training to support communities in language planning and language revitalization leadership.
- Accelerating efforts to ensure each of the B.C First Nations languages are documented and the language data is owned and curated by communities.

To enact these activities, we will be expanding our small language department team at FPCC, while still maintaining a streamlined operating budget that transfers as much of the funding as possible directly to communities and provides tools, resources and support to enable language programs to achieve successful outcomes. We will also continue to invest in information technology to develop world-class tools with functionality and security not available elsewhere. We will continue to research and document the status of B.C. First Nations languages and develop, share and educate others about successful approaches to language revitalization.

As our team experiences growth, we will mitigate risks associated with organizational change through taking steps to ensure that the language revitalization programs and services we offer create impacts that promote our mandate and organizational goals. To assess our progress on these goals, we are developing a monitoring and evaluation plan for our programs and implementing more efficient practices for collecting and analyzing data about impacts. We are strengthening our human resources and financial teams to support a larger staff and greater number of programs, as well as to recruit and retain employees with the skills needed to deliver a high standard of service.

Although our funding has increased this year, costing models developed for Indigenous language revitalization estimate the cost of fully addressing Indigenous language revitalization in B.C. at \$200 million per year, and current investments fall far short of that amount. In 2019/2020, FPCC will work with provincial and federal governments to develop long-term funding models for achieving sustainable investments to address the crisis of the endangerment of First Nations languages in B.C.

At the provincial level, all ministries have committed to the implementation of UNDRIP and the TRC Calls to Action, and we will continue to develop positive partnerships across government to support a continued focus on Indigenous languages.

In 2019/2020, we will continue to advocate for increased federal funding for Indigenous languages. The federal government is moving forward on the TRC Calls to Action, which direct them to establish Indigenous language legislation that provides sustainable long-term funding for Indigenous language revitalization and recognizes the diversity of Indigenous languages. This legislation is under development and FPCC has been gathering feedback from B.C. First Nations communities and researching models for successful language revitalization to inform this legislation. We are hopeful that this legislation will pass in 2019, resulting in a stable future for Indigenous languages.

Arts, Culture and Heritage

The operating environment for FPCC's arts, culture and heritage programs differs from the language programs as less funding is available for these programs, and funding sources are less predictable and generally year-to-year (as opposed to multi-year). Therefore, our targets for the arts, culture and heritage programs are based on an estimate of the funds we can raise and are dependent on attaining

this funding. While we expect that arts, culture and heritage programs will continue to be impacted by funding constraints, we anticipate seeing modest growth with increased innovation and reach in the arts, culture and heritage programs we offer over the next three years, as we continue to build funding partnerships with diverse funders. Some notable changes we have planned include:

- Increased documentation and monitoring of Indigenous arts, including research to determine the levels of endangerment of traditional Indigenous art forms.
- New programs specifically intended to support Indigenous musicians and music industry professionals.
- Implementation of two initiatives recommended by Indigenous communities in a 2016 review of our arts program: Micro-grants to support artists with small funds needed for supplies, travel and other costs; and arts infrastructure grants to build community capacity.
- A new position of Indigenous Heritage Manager to conduct research, deliver programs, and develop a strategy to secure more equitable resources for Indigenous heritage.
- Ongoing efforts to support mainstream organizations with efforts towards reconciliation in the arts.

As we put these changes into practice, our greatest risk is funding uncertainty. In 2019/2020 and beyond, we will continue to focus on developing more and stronger partnerships with governments, foundations and other funders to diversify our funding streams and attain ongoing support. We will also support our small staff in the arts department with managing high workloads and high demand for our programming. We will continue to create time to partner with mainstream organizations seeking guidance and expertise, and to develop public resources (including websites, fact sheets, and policy papers) to provide information about Indigenous arts, heritage and culture.

Performance Plan

Note on New Performance Measures

Given the changes in the funding environment for Indigenous language revitalization in B.C., our service plan this year looks considerably different than in previous years. While our organizational goals and objectives remain largely the same, they have expanded somewhat to better meet our mandate. For example, we have added goals and objectives related to mobilizing community capacity for language and arts revitalization infrastructure, which were requested by First Nations communities, and which are now possible with increased funding availability.

It is important to note that FPCC is currently in the process of developing new, more impact-based performance measures. We are working towards performance measures that increasingly focus not just on how much funding and support we provide, but on the impacts of that funding and support to achieve substantial progress towards the revitalization of Indigenous languages, arts, culture, and heritage.

In 2018, we embarked on a process to develop a monitoring and evaluation plan. That plan is underway, but has not been completed, as it involves in-depth engagement with staff, our board of directors and advisory committee. We are also in the process of digitizing our grants applications and tracking mechanisms through a grants management system – a process which, once complete, will allow for more in-depth data analysis and more complex performance measures. The performance measures in this service plan are influenced by the work we have begun; however, as this work has not yet been finalized, these performance measures should be considered interim measures and will likely be adjusted somewhat in the 2020/2021 service plan.

Engagement with Ministry of Indigenous Relations and Reconciliation

The Ministry of Indigenous Relations and Reconciliation (MIRR) is the lead ministry to work in partnership with FPCC. We engage with MIRR in a number of ways, including:

- Regular meetings between our CEO and Board Chair and MIRR's Minister and Deputy Minister.
- Participation of MIRR's Assistant Deputy Minister on our Board of Directors.
- Development of key documents such as the Mandate Letter, Service Plan and Annual Report.
- Collaboration between MIRR and FPCC staff. For example, MIRR staff refer First Nations communities they work with to FPCC for language revitalization services, and MIRR and FPCC have been collaborating on communications approaches.
- FPCC provides MIRR with advice and guidance on the revitalization of Indigenous languages, arts, culture and heritage and supports collaboration across government to promote their mandate.

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

The wording of this goal has been adjusted to reflect a more fulsome approach that includes multiple "strategies" we employ to support language revitalization. We have added new programs, including new digitization and archiving tools, and also a greater focus on mobilizing community capacity and rebuilding/strengthening infrastructure through regional coaching to support long-term planning for language revitalization. We anticipate that this approach will lead to more long-term sustainability for B.C. First Nations languages.

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 creating and building archives for their languages.
- Provide funding and training to give B.C. First Nations communities the tools and resources to document their languages.
- Increase usability of FirstVoices.com through technology improvements and the creation of new tools and resources in a variety of formats.
- Archive B.C. First Nations language resources through digitization.

Performance Measure(s)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
1.1a Number of new data points added to FirstVoices.com ^{1,2}	n/a	10,000	35,000	35,000	35,000
1.1b Number of language resources digitized ^{3,4}	n/a	50	200	300	300

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. 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 amount of a language documented.

1.1b This measure tracks the number of language resources that are digitized through our digitization program, which is currently under development and set to launch in 2019. This program will take existing resources, such as audio-visual sources (cassette tapes, CDs and VHS video) and textual documents (such as dictionaries, language learning resources, etc.) and transfer them into digital formats that can be accessed through the internet.

Discussion:

Performance Measure 1.1a: In previous years, this performance measure tracked the “percentage of B.C. First Nations language and dialects archived on FirstVoices.com.” However, further research has led us to understand that this measure was problematic because it was based on the concept that all languages have an average number of words (lexicon), which is not the case for B.C. First Nations languages. In addition, the previous measure did not measure the quality of the site, for example whether the addition of audio or visual files improved the users' ability to learn a new word or phrase. This new measure tracks the total number of data points added to FirstVoices.com, which is a more accurate indicator of both the amount of a language documented as well as the quality and usability of the language data. However, there are still limitations with this measure because one data point could be anything from a single word to a 10-hour audio recording of an Elder speaking in their language. Given the current analytic tools we have available, the number of new data points added is the best indicator of the site's growth. In future years, we hope to be able to provide greater depth on this measure by tracking the type of content and language of each data point that is added to FirstVoices.com.

Our forecast for 2018/2019 is based on the fact that two-thirds of our FirstVoices grant recipients are new this year, and for the first time ever we are offering grants that extend beyond a single fiscal year into summer of 2019. This means that in 2018/2019 the focus has been on training new communities and beginning the work of adding new data points, but the projects will not upload all of their data points until the 2019/2020 fiscal year. We plan to offer significantly increased opportunities for FirstVoices.com grants to communities in future years, which will allow more communities to provide more content to the site. Our targets reflect this growth.

Performance Measure 1.1b: As this is a new program and a new performance measure, the year 2018/2019 will focus on the development of the program and the digitization of resources that FPCC has in our current collection. The years 2019/2020 and 2020/2021 have increasing targets as this program expands. Funding for the program in 2021/2022 is uncertain, which is why we have not predicted growth for this year.

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

We have adjusted the wording of this objective to indicate that our ultimate goal is not to support the programs themselves, but to increase the number of fluent speakers. As we develop more complex measurement tools, we will have systems in place to measure increases in fluency rather than program participation or completion.

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)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 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	n/a	880	1000	1200	1200

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. At the end of the program, participants are required to submit an evaluation form 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. Because there is such great diversity of First Nations languages in B.C., the development of a standardized evaluative assessment tool (such as a written language exam) would be costly and impractical. In addition, such a tool would not be consistent with the relational and oral nature of the program, and language literacy is not an accurate predictor of proficiency in speaking a language. Therefore, we are using self-assessment as a measure of how much the participants feel their language skills have improved.

1.2b This performance measure includes the number of language immersion programs funded by our various program streams, which include:

- Mentor-Apprentice Program: 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 involve a variety of language revitalization programs. Some of these are language immersion programs such as courses, mentorship opportunities, or camps.

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: This is a new measure this year. Measuring increases in language fluency amongst diverse languages and levels is complex. Currently we are using a yes/no self-assessment to measure fluency increase. Our targets represent the percentage of MAP participants who answer yes to a question about whether their language fluency increased as a result of the program. In 2019 we will be piloting the use of the NETOLNEW language fluency scale to get a more nuanced measure of fluency gains as a result of the program. This target is not expected to increase each year, as FPCC already provides extensive support for learners and mentors through training, resources and funding. As such, the fluency outcome is largely based on the commitment of the learners and is not likely to shift greatly over the 300 hours included in the program. However, the target may be represented differently in future years with the use of the new scale.

Performance Measure 1.2b: In the previous year's service plan this measure was broken out into three categories: The number of MAP opportunities, the number of Language Nest opportunities, and the number of language and culture projects. This year we have combined these measures to create a measure that focuses primarily on immersion opportunities. In the annual service plan report, we will provide a full listing of the grants under each program stream. The targets for this measure will increase over the next three years as we grow our programs and provide more grants to communities.

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

This is a new objective added this year due to our increased ability to support communities with mobilizing their capacity for language revitalization.

Key Strategies:

- Employ regional language coaches to work directly with communities in their regions on the development of language revitalization 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)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
1.3a Number of language resources developed by communities with FPCC funding ¹	n/a	750	850	1000	1000
1.3b Number of communities who have developed language revitalization plans with FPCC support ²	n/a	0	0	10	20

¹ Data Source: Language Department, FPCC

² Data Source: Language Department, FPCC

Linking Performance Measures to Objectives:

1.3a This performance measure is new this year. 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 learn and document their language, the greater their capacity will be to support language revitalization.

1.3b This performance measure is also new this year. Starting in 2018/2019, FPCC is employing language revitalization coaches to engage with and support communities to develop 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 action plan. FPCC supports communities to identify and implement language revitalization practices that are effective and appropriate for their needs. 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: This measure is new this year and was therefore not tracked in 2017/2018. The 2018/2019 target is based on the number of resources communities said they would create in their applications. The amount will increase over the next three years as FPCC provides more funding to communities for language revitalization programs.

Performance Measure 1.3b: This performance measure has been created to assess the impacts of the "Language Revitalization Planning Program," which is currently under redevelopment. The program will be re-launched in 2019/2020 with a new program design and comprehensive training. It will provide two-year grants to 10 communities to develop language revitalization plans. Developing a language revitalization plan is a complex process that requires intensive community-based research and engagement in order to be effective. Thus, we expect to see fully developed plans starting in 2020/2021 and beyond. As this is a new program, we plan to keep funding levels constant for the first few years and then expand the program in the future once we have been able to assess its impacts.

Goal 2: Sustain and invest in the lasting vitality of Indigenous arts, culture and heritage in B.C.

The wording of the goal has been updated to use stronger language that emphasizes the sustainability and long-lasting impacts of investments in Indigenous arts, culture and heritage. We have also added "heritage" to the goal as this is an area we are doing increasing work in.

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.

The objective has been updated to focus more on the impacts of the funding we provide and on community capacity for arts infrastructure.

Key Strategies:

- Provide funding for Indigenous artists practicing a variety of art forms.
- Provide training, resources, and funds 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)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
2.1a Number of individuals involved in FPCC arts projects ¹	n/a	1,500	1,650	1,800	1,800
2.1b Number of funding partners in arts and heritage ²	4	3	5	6	7

¹ Data Source: Arts Department, FPCC

² Data Source: Arts Department, FPCC

Linking Performance Measures to Objectives:

2.1a This performance measure is new this year. By measuring the number of individuals involved in FPCC's arts projects, we can assess the reach and impact of those projects towards the objective of supporting the development of Indigenous arts.

2.1b This performance measure is new this year. The number of funders for arts and heritage has a direct relation to the amount of grant funding we can disseminate and the sustainability and lasting impact of our programs and services.

Discussion:

Performance Measure 2.1a: In the previous year's service plan, we tracked the "number of arts projects funded," which was primarily a reflection of FPCC funding levels. This new performance measure has a greater focus on the number of individuals artists who are being impacted by FPCC's work. 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, but as our funding beyond 2018/2019 remains uncertain, we have targeted relatively modest increases for the following three years.

Performance Measure 2.1b: In previous service plans we tracked FPCC's total number of funding partners. This year we are tracking the number of funders for arts and heritage separately because it is a priority for us to increase funding in these areas in order to provide more substantive and stable programming. Currently we have three funders for the arts (down one from 2017/2018) and no funding for heritage. Increased and more diversified funding for these areas will allow us to better support artists and the development of community-based arts and heritage infrastructure. Our targets reflect our efforts to develop new funding partnerships, including funding for research to provide empirical data on the level of endangerment of traditional Indigenous art forms that will inform a comprehensive strategy to revitalize these practices.

In addition to arts, culture, and language revitalization, our mandate also directs us to "protect, revitalize and enhance First Nations heritage." Heritage is an expansive category that includes many forms of traditions handed down through generations, such as cultural and historical places, place-names, belongings, artifacts and remains, processes, stories, songs, tools and art forms, and more. In 2018/2019, we have hired our first Heritage Manager, and we will be seeking new sources of funding to support research, learning and action in this area.

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

This is a new goal, which combines two objectives from last year's plan in order to increase cross-over between arts and language department initiatives. The new goal also highlights our focus on helping individuals and communities to meet their own goals, as opposed to prescribing outcomes for them.

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

This is a new objective. In previous years, training, tools and resources for language programs were under a separate objective from arts programs. We have also added "heritage" to this goal and we will be tracking heritage resources as that program develops.

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)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
3.1a Number of new tools and resources to support language, arts, culture and heritage revitalization ¹	35	18	24	28	28
3.1b Number of individuals receiving language training from FPCC ²	145	400	500	550	550
3.1c Number of individuals participating in FPCC arts workshops ³	n/a	45	90	180	180

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 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. We know that these tools are useful for promoting the success of programs because they 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 that training through an FPCC program with a required training component or are non-program participants who requested training. Also included are individuals or communities receiving language planning training through our language revitalization coaches. The specialized training that we provide is one of the features that makes our programs unique by providing support to participants and strengthening partnerships with communities.

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: This performance measure has been changed to include language, arts, culture and heritage programs, whereas last year's service plan only measured language resources. The number of resources in 2017/18 was higher than usual because this included 12 FirstVoices language apps and 10 language fact sheets. In 2018/2019 we plan to develop approximately 15 language resources and 3 arts resources. We expect to increase this number over the next few years.

Performance Measure 3.1b: This performance measure was low in 2017/2018 because funding was provided to FPCC very late in the fiscal year, making it impossible to fit in training for some programs. Thus, we have set our targets higher for 2018/2019 and beyond, as we now have increased opportunities to access funding and a larger language department team to support more training sessions. As we provide more grants for the programs that require training (currently MAP and Language Nest programs), we will have more people taking these training sessions. Also, the addition of regional coaches to our team will strengthen our capacity to increase the number of training sessions.

Performance Measure 3.1c: This performance measure is an adaptation of a new measure introduced in the 2017/2018 Service Plan. We changed this performance measure to count the number of people, rather than the number of workshops delivered. The 2018/2019 target is based on the number of workshop participants to date this fiscal year. We expect to increase participants in subsequent years.

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

This is a new objective, which highlights the level of responsiveness and service we provide to B.C. First Nations. We have added performance measure 3.2b to track user satisfaction with our programs.

Key Strategies:

- Deliver funding to communities to support the revitalization of Indigenous languages, arts, cultures and heritage.
- Be flexible and responsive to the needs of communities, delivering services that they find useful and effective.

Performance Measure(s)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
3.2a Grants delivered to communities ²	\$4M	\$10M	\$16M	\$17M	\$17M
3.2b Level of user satisfaction with FPCC programs ²	n/a	70%	75%	78%	80%

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 spend 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 will be tracked using a survey question on all program final reports. In order to achieve our objective of being responsive to the needs of First Nations and Indigenous people, we need to track satisfaction and identify areas for improvement. This question will allow respondents to rate their level of satisfaction on a scale, and to make suggestions for areas of improvement which we can then integrate into our programs through a continuous improvement cycle.

Discussion:

Performance Measure 3.2a: In the language department, we expect that the amount of grants to communities will increase from 2018/2019 to 2020/2021 given the improved funding environment for Indigenous languages resulting from the \$50 million grant in March 2018 to FPCF. In 2021/2022 we do not yet have a stable source of confirmed funding, but we predict that federal funding as a result of the new National Indigenous Languages Legislation as well as renewed funds from the Province, will provide a similar level of service to 2020/2021. For the arts and heritage departments, we do not have a stable source of funding beyond 2018/2019, but we expect to receive similar and gradual increases as we seek to diversify our funders in these areas. Therefore, we have predicted modest increases for the arts, culture and heritage grants.

Performance Measure 3.2b: Currently each department tracks user satisfaction independently, and to date we have not had a consistent way of tracking user satisfaction overall. To assess this measure, we will be asking all participants in our grant programs to answer a question about their satisfaction on final reports. Our current methods indicate that user satisfaction is already quite high, and we hope to increase this number through improvements to our grant programs in response to user feedback.

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.

The wording of this goal has been changed to focus on building appreciation for Indigenous languages, arts and culture amongst the general public, as well as to inform our stakeholders about our work and the opportunities available to them.

Objective 4.1: Promote FPCC's work and its impacts.

This objective has been updated to focus on promoting the importance and diversity of B.C. First Nations languages and the impact FPCC has on increasing the vitality of Indigenous languages, arts, culture and heritage.

Key Strategies:

- Promote FPCC through a variety of social media formats.
- Improve and maintain the FPCC website so that it is a valuable resource that is easy to navigate.
- Use multiple forms of media (print, online, radio, TV, etc.) to promote FPCC and build awareness about Indigenous languages, arts, culture and heritage.
- Increase community connections with Indigenous people through the use of technology.

Performance Measure(s)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
4.1a Number of followers engaged through FPCC social media streams ¹	15,388	16,350	17,000	17,700	18,400
4.1b Number of website visits ²	n/a	330,000	340,000	350,000	360,000

¹ Data Source: Communications Department, FPCC

² Data Source: IT and Communications Departments, FPCC

Linking Performance Measures to Objectives:

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

4.1b This measure includes activity on all our websites (FPCC, FirstVoices, First Peoples' Language Map and First Peoples' Arts Map) and continues to be an effective way to track interest in FPCC's programs, products and services.

Discussion:

Performance Measure 4.1a: Currently, FPCC uses Facebook, Twitter, YouTube and LinkedIn as social media formats. We plan to increase the number of posts over time, and include more video, images and stories about the impacts of our programs. We predict that the increase in social media formats and posts will lead to an increased number of followers.

Performance Measure 4.1b: We are using a new tool this year to monitor website traffic, Matomo analytics, which provides a more accurate measure. The previous tool we used for tracking web statistics unfortunately did not filter out malicious traffic (for example hackers) or search engine indexing traffic and other traffic that doesn't represent individuals trying to access the site. Modern analytics systems have become better at excluding non-human, malicious or internal traffic, and therefore, show lower but more reliable metrics.

Over the next year and a half, we plan to re-create our website to make it more user-friendly and accessible, and to provide more information that is visual in nature. We plan to include more stories and videos from community members that speak to the impacts of our programs and the richness of Indigenous languages, arts, culture and heritage. We will also be expanding FirstVoices.com and the First Peoples' Arts Map to offer new and improved services. We expect these changes, along with increased social media activity, will lead to an increased number of website visits over the next three years.

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

This is a new goal this year that reflects FPCC's growing role as a leader, not just provincially, but nationally and globally.

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.

This is a new objective this year that takes a goal from last year ("position of FPCC as the go-to for information, services and advice") to the next level. FPCC is a well-known source of information, services and advice, and part of our role is also to create innovations, models and research that can provide guidance and inspiration to others. FPCC's mandate and all of its activities are in alignment with UNDRIP and the TRC. In addition, we work to support government ministries with the implementation of UNDRIP and the TRC Calls to Action related to the revitalization of Indigenous languages and cultures. Due to our expertise, people see FPCC as a thought-leader in the field of Indigenous arts, language, culture and heritage revitalization.

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)	2017/18 Actuals	2018/19 Forecast	2019/20 Target	2020/21 Target	2021/22 Target
5.1a Number of events, conferences, and presentations FPCC staff attend ¹	42	46	50	52	52
5.1b Number of collaborative partnerships for FPCC ²	n/a	37	39	40	41

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 our programs, services, and resources, and to provide guidance and expertise based on our 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 such as the Language Roundtable that we coordinate, and others. The number of collaborative partnerships we have is an indicator of the reach and impact of our 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, culture, language and heritage, and these collaborative partnerships are mutually beneficial to both support our 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: The targets for this performance measure are expected to increase due to the addition of new staff at FPCC. With a growing staff we will have increased capacity to attend events and conferences and to make presentations. These events include public conferences attended by Indigenous community members, First Nations governance meetings, professional association conferences and meetings, launches and celebrations, and other events. We have kept our target constant for 2021/2022 as funding is uncertain for that year.

Performance Measure 5.2b: This is a new performance measure this year. Previously we tracked funding partners, but not other partnerships. We have changed this performance measure to be a more fulsome indicator of the reach of our organization. We expect this number to increase with additional staff and capacity. We are also increasing collaboration and partnerships with B.C provincial government ministries.

Financial Plan

Summary Financial Outlook

(\$000's)	2018-2019 Forecast	2019-2020 Forecast	2020-2021 Forecast	2021-2022 Forecast
Revenues				
Ministry of Indigenous Relations & Reconciliation	1,051	1,051	1,051	1,051
BC Arts Council	1,500	1,500	1,500	1,500
Other Provincial Ministries	0	0	0	0
Grants from Federal Ministries	2,605	3,630	5,530	5,530
Grants from Non-Governmental Organizations	9,892	18,433	22,982	23,183
Deferred Revenue	304	0	0	0
Interest and Other	139	2,019	2,922	3,020
Office overhead recoveries	38	0	0	0
Total revenue	15,529	26,633	33,985	34,284
Expenditures				
Language Programs	10,283	17,355	22,519	22,597
FirstVoices Programs	563	1,979	3,075	3,041
Arts Programs	2,537	3,836	4,694	4,702
Heritage Programs	122	263	356	445
Operating Expenses and Overhead				
Administrative Salaries/benefits & Governance	766	1,787	1,885	1,933
Amortization	245	304	341	355
Other Operating Costs	1,014	1,109	1,114	1,211
Total Expenses	15,529	26,633	33,985	34,284
Excess (Deficiency) of Revenue over Expenses	0	(0)	0	0
Capital Expenditure	1,090	195	170	420
Total Liabilities	0.00	0.00	0.00	0.00
Accumulated Surplus / Retained Earnings	384	384	384	384

Key Forecast Assumptions, Risks and Sensitivities

FPCC receives funding from the Province of British Columbia, the First Peoples' Cultural Foundation, the Government of Canada, the BC Arts Council, Creative BC, Margaret A. Cargill and other non-governmental sources. Financial information for FPCC was prepared based on current Canadian Generally Accepted Accounting Principles (GAAP). As we are dependent to a large extent on outside sources of funding, our financial forecast is based on the following assumptions:

Assumption	Risks and Sensitivities
FPCC will continue to work with FPCF in support of the Province's March 2018 \$50 million investment in funding for language revitalization.	FPCC is currently a primary distributor of funding for Indigenous language revitalization programs in B.C., as per our mandate. We apply annually to FPCF for grants to deliver funds to communities, and so the increase in funding for FPCF (\$50 million for language revitalization) means that FPCC will have more opportunities to access language funding.
FPCC's funding levels for language revitalization in 2021/2022 will be similar to current levels.	Funding levels for this year are uncertain as the Aboriginal Languages Initiative federal funding stream is due to sunset in 2020/2021. There is also uncertainty around funding for 2021/2022 as the \$50 million investment in language revitalization is due to end. We have assumed similar funding levels because the national Indigenous languages legislation, which is slated to pass in 2019, should provide funding for language revitalization. Therefore, our targets and forecasts for language initiatives in 2021/2022 may vary.
FPCC's arts programs will see moderate growth.	FPCC's arts programs continue to be underfunded, and much of the funding received is uncertain from year to year. Therefore, the targets have been based on conservative estimates that assume modest increases. Actual funding amounts may be higher or lower than expected, dependent on our success in raising funds, which will impact performance measure targets and budget forecasts.
FPCC will be successful in raising funds for Indigenous heritage initiatives.	FPCC is currently seeking funding to support Indigenous heritage. Funding levels are uncertain for future years. Our ability to raise funds for Indigenous heritage will have an impact on our forecasts.

Management's Perspective on the Financial Outlook

Due to the strength of our partnership with FPCF, we expect that we will have increased opportunities to access funding for language revitalization as a result of the \$50 million provincial investment. This relative stability of funding for the next three years, as well as the increase from previous years, allows us to engage in multi-year planning and a greater number of projects to create long-term impacts that will support First Nations language revitalization in B.C. However, our programs in Indigenous arts, heritage and culture remain constrained by lack of funds and uncertainty of funding year-to-year. This context shapes our financial outlook and organizational planning for the next three years.

As our organization grows, we are developing new First Nations language revitalization programs, expanding existing programs, and focusing on supporting communities to plan for and implement language revitalization. We are able to reach more communities and provide more direct coaching and support. We have greater capacity to create the tools and resources that communities need and engage from a local to international scale as a leader in the field of Indigenous language revitalization.

This growth also presents potential challenges, including recruiting qualified people as we expand; providing training and onboarding to our new staff, board and advisory members; growing our infrastructure to support expanding programs (for example, ensuring the information technology, finance and administration team are equipped to support the delivery of more funds and services to communities); and publicizing our programs and services to reach more First Nations communities. To address these potential risks, we are creating strong plans and systems to support change. For example, in 2018/2019

we engaged in operational planning at all levels of work in our organization; we are developing a monitoring and evaluation plan to ensure we are using useful metrics to measure our successes and promote continuous improvement; and we are working to align the planning cycles of all our teams and departments to promote a forward-thinking, action-oriented and responsive approach. We are also developing a human resources and recruitment plan, a communications plan and increasing the capacity of our financial and administration systems. We are making sure that we are set-up for long-term growth and success in supporting Indigenous communities.

As an organization which is entirely dependent on grant funding, our work is highly impacted by social and political trends. Over the next few years, we expect to see a continued focus by both federal and provincial governments on the TRC Calls to Action and UNDRIP. Both of these documents recognize the right of Indigenous peoples to speak their languages and practice their cultures and arts. The TRC Calls to Action specifically call on the federal government to create legislation to support the revitalization of Indigenous languages. FPCC has been working with the federal government to ensure the development of this legislation is informed directly by B.C. First Nations. This legislation could pass as early as 2019, and would most likely provide a guaranteed, long-term source of funding for Indigenous language revitalization in B.C. and across the country. The amount of funding is uncertain, and will be related to whether the allocation of funds takes into account the diversity of the First Nations languages in B.C., including the fact that more than 50% of Indigenous languages in Canada are from B.C. As the impacts of this legislation are still unclear, the majority of our targets have been developed based on the assumption that funding will stay constant or slightly decrease.

FPCC is also vulnerable to changes in government focus and policy, and our overall funding environment for language revitalization is still highly uncertain over the long term. One challenge that we face in raising funds for language revitalization is the fact that many funders are not aware of the level of investment necessary to fully support First Nations language revitalization. Although our access to funding has increased for fiscal years 2018/2019–2020/2021, there are still many unfunded or underfunded programs and services that we have identified, through consultation with B.C. First Nations, as essential to language revitalization. The language revitalization costing models we have developed indicate that approximately \$200 million/year is needed to adequately support the revitalization of First Nations languages in B.C. Thus, we continue to seek additional funds for language revitalization to address the pressing needs of B.C. First Nations.

Funding for arts, heritage and culture is also significantly impacted by uncertainty, as funding levels vary year-to-year and funding is often not confirmed until the second half of the fiscal year in which the funding needs to be expended. In addition, due to the provincial investment of \$50 million for language revitalization, some funders assumed we no longer needed arts and culture funding and discontinued their grants to FPCC. However, this was based on a misunderstanding, as the \$50 million granted to FPCC is earmarked for languages and is not transferable to arts and culture programs.

The funding environment for Indigenous arts, heritage and culture is highly competitive. It is challenging to find funding partners in this area, despite the fact that Indigenous arts and culture receive significantly less funding than mainstream arts and culture, an inequity that undervalues the contribution and rights of Indigenous artists. This means that while we can, and do, create long-term plans for these programs, we need to constantly adapt them to the reality of the funding environment. Over the next few years, we will be increasing our efforts to build new funding partnerships and are looking forward to rolling out new programs and services to support Indigenous arts, heritage and culture.

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 our 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. Since 1990, FPCC has successfully distributed over \$49 million to B.C.'s Indigenous communities for language, arts and culture projects, and \$50 million to the First Peoples' Cultural Foundation.

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), which can be accessed at: <http://www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf>.

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.

Who We Serve

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)
BC Arts Council (BCAC)
Department of Canadian Heritage (DCH)
Margaret A. Cargill Philanthropies (MACP)
Creative BC
Library and Archives Canada
Aboriginal Neighbours, Anglican Diocese
Endangered Languages Project Council
Royal BC Museum (RBCM)

First Nations Health Authority, Interior Region (FNHA)
BC Ferries
Ministry of Education
Ministry of Advanced Education, Skills and Training
Ministry of Children and Family Development
Google
Microsoft
First Nations Technology Council (FNTC)
New Relationship Trust
Heritage BC
Heritage Branch, Place Names Department
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
University of Hawai'i at Manoa
Eastern Michigan University
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
<u>Organizational Overview</u> Mission, vision and values Legislation and mandate Overall benefit or service Principal partners and stakeholders How services are delivered	www.fpcc.ca/about-us
<u>Programs and Special Projects</u> Language programs Arts programs Culture & heritage programs FirstVoices Endangered Languages Project Our Living Languages Exhibition FPCC mapping projects Language Revitalization Coaching	www.fpcc.ca/language/Programs www.fpcc.ca/arts/Programs www.fpcc.ca/culture/projects www.fpcc.ca/language/FirstVoices www.fpcc.ca/language/ELP www.fpcc.ca/language/Exhibition www.fpcc.ca/language/language-map http://www.fpcc.ca/language/coaching/
<u>Corporate Governance</u> Board of Directors Advisory Committee Board Committees Senior Management Governance Principles	www.fpcc.ca/about-us/board www.fpcc.ca/about-us/advisory www.fpcc.ca/about-us/performance www.fpcc.ca/about-us/governance
First Peoples' Cultural Institute	www.fpcc.ca/culture/institute
List of First Nations Languages in British Columbia	www.fpcc.ca/files/pdf/fpcc_language_dialect_list_2013.pdf
Status of Language Report	www.fpcc.ca/language/status-report/