



FIRST PEOPLES'
CULTURAL COUNCIL

Accessibility Plan



Updated August 30, 2024

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Territorial Acknowledgement

The First Peoples' Cultural Council is grateful to have our home in the beautiful traditional unceded territory of the WSÁNEĆ Nation people, in the village of [WJOLEŁP](#). We have an additional satellite office at [Tk'emlups](#) within the traditional territory of the Secwepemc people. Our leadership and staff are honoured to travel, conduct our work and provide support throughout Indigenous homelands across what is now called British Columbia and beyond.

Message from the CEO

[Weyt-k,](#)

The First Peoples' Cultural Council is a diverse and inclusive organization, and all staff share a commitment to accessibility. Importantly, we look at accessibility through an Indigenous lens. We consult with our Board, Advisory Committee and First Nations community members and use that information to guide our actions.



Our work is uniquely aligned with the work to implement the United Nations Declaration on the Rights of Indigenous Peoples and supports government commitments to the *Truth and Reconciliation Commission of Canada: Calls to Action* and the calls for justice included in *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*. These documents bring attention to the cultural genocide perpetrated on Indigenous Peoples and call for governments and other organizations to take action to support reconciliation.

The intergenerational impacts of removing opportunities to live according to traditional ways of being and knowing have resulted in severe losses of Indigenous languages and cultures and there is an urgent need to protect these valuable ways of being while there is still time.

Accessibility is very much a factor in this work.

While we have much in place, we continue to explore opportunities for improvement and next year we will enter a consultation phase to inform our next steps. I thank the FPCC staff on the Accessibility Advisory Committee who supported the development of this plan and who assist us as we continue our journey.

Kukstsémç,
Tracey Herbert

About FPCC

The [First Peoples' Cultural Council \(FPCC\)](#) is a First Nations-led Crown corporation that was created in 1990 through the [First Peoples' Heritage, Language and Culture Act](#). FPCC has a B.C. First Nations-led governance structure, with a First Nations Board and Advisory Committee.

FPCC's purpose, as laid out in the First Peoples' Heritage, Language and Culture Act, is to provide leadership for the revitalization of First Nations arts, heritage and languages in B.C. FPCC also plays an advisory role to government. FPCC engages directly with people leading revitalization and works with them to support community cultural revitalization goals.

FPCC Vision, Mission and Values

Vision

First Nations languages, arts, cultures and heritage in B.C. are thriving. The knowledge and worldviews expressed through First Nations languages, arts, cultures and heritage are valued as essential to our collective well-being and human rights.

Mission

FPCC provides leadership to strengthen and rebuild First Nations Knowledge systems disrupted by cultural genocide by supporting the revitalization of First Nations languages, arts, cultures and heritage. We do this by:

- Empowering communities to reach their goals by offering opportunities for skill development, coaching, grant funding, resources and models of success.
- Honouring the knowledge of First Nations people by providing funding for them to develop, share and transfer their knowledge.
- Providing leadership through subject matter expertise, innovative technologies, best practices and knowledge sharing.
- Practising a community-based approach by partnering with communities to deliver successful language, arts and cultural heritage programs.
- Advocating for increased recognition and support for the inherent value of First Nations languages, arts and cultural heritage.

Our Values

First Nations-led – As a First Nations-led organization, our work is grounded in First Nations values and knowledge and is led by a First Nations Board of Directors and Advisory Committee.

Accountable – We are committed to accountability, transparency, integrity and respect for First Nations cultural protocols in all we do.

Results-Based – We deliver programs that work, informed by community-identified needs and solutions as well as research and proven best practices.

Reciprocal – We work in meaningful relationships with B.C. First Nations and Indigenous people, funding partners and other stakeholders in ways that strengthen us all.

Generous – We freely share knowledge, best practices, models and resources as we offer our time, energy and expertise to support Indigenous people.

Committed – We are compassionate and dedicated to our sacred responsibility to create a world in which Indigenous languages, arts and cultural heritage are thriving.



Our Accessibility Story

FPCC has taken steps to address accessibility for the people and organizations we support. Some examples include the following:

- Providing in-person and online coaching, training and program support.
- Assisting people to complete our funding applications and reports.
- Providing technology to support program delivery, such as equipment to support digitization of language resources.
- Developing resources, like [Working with Elders](#), which offers suggestions about how to respectfully engage Elders.
- Providing technical advice to government, such as the provincial government's plan for supporting Indigenous languages and writing systems.

We have also taken steps to support accessibility for employees of all abilities by providing:

- Up to 15 sick days per calendar year at 100% of their pay.
- Additional sick time under the Short-Term Illness and Injury Plan (STIIP), a benefit that offers income continuance in the event of short-term illness or injury.
- Access to a long-term disability plan.
- Hybrid work location arrangements and flex time schedules.
- Extended health and dental benefits.
- Free access to Employee and Family Assistance Services (EFAS) through the BC Public Service Agency, including short-term counselling, career support services, and healthy living services.
- Cultural observance days.

FPCC is committed to advancing our accessibility work through this plan, which will be updated with subsequent input from the FPCC Board, Advisory Committee, staff Accessibility Committee and with feedback from the communities and individuals we serve.

About the Accessibility Committee¹

The Accessibility Committee includes a group of FPCC staff who assist the organization in identifying barriers to individuals within or interacting with the organization. The committee supports the development and implementation of the accessibility plan and feedback mechanism. It also advises the organization on how to mitigate barriers to individuals in or interacting with the organization.

To ensure we have insight and perspectives from people with a diversity of disabilities to inform the committee, the committee is composed of persons with a disability and disability advocates.

Committee Members and Background

- Committee Member 1 is a First Nations person through her mother and of European descent on her father's side. She is the proud mother of four, with two stepchildren. She is a caregiver to two remarkable adult children with disabilities, who bring incredible joy and wisdom to their family and friends.
- Committee Member 2 is of Irish and British settler ancestry and is a grateful visitor to the territory of Lekwungen, SENĆOŦEN and Hul'q'umi'num-speaking peoples. She has experience in strategic planning, program coordination, social inclusion, Gender Based Analysis Plus (GBA+), barrier reduction, adult education and facilitation.
- Committee Member 3 is Haida on her maternal side and Lithuanian, French and Mi'kmaq on her father's side. She is a dedicated learner of the Haida language. She continues to use this passion to encourage others to reach their language revitalization goals.
- Committee Member 4 is of mixed European descent and is a grateful visitor living and working on W̱SÁNEĆ territory. She has an educational background in human resources. Having witnessed and supported a family member with a developmental disability, she is passionate about advocating for inclusivity in the workplace.
- Committee Member 5 is of German settler ancestry on her mother's side. She is thankful to live on Snuneymuxw ancestral lands. She has worked with the FPCC Arts program since 2022. She is passionate about creating and participating in a positive accessible environment for the community and staff.

¹ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

- Committee Member 6 is of mixed European descent, with a mother who immigrated from Germany. She is grateful to work in the beautiful W̱SÁNEĆ territory. She has extensive human resources experience, ranging from strategic planning and implementation to adult education. She has experience supporting family members and employees with a wide variety of disabilities. She is eager to learn with this committee and employees and improve the lives of those FPCC serves.
- Committee Member 7 is a First Nation person with a disability, an advocate and caregiver for family members who are neurodiverse, have complex mental health diagnoses, poor mobility and vision, chronic conditions and have remote and rural considerations. They have experience working and living in an urban setting and within their First Nation community. Their background includes 9+ years of experience in provincial-level community engagement and coaching with First Nations people and organizations.



Definitions

The Plan has terms and definitions that were guided by the BC Accessibility Hub² and includes the following terminology:

Barrier: Anything that hinders the full and equal participation in society of a person with a disability caused by environments, attitudes, practices, policies, information, communications or technologies, and affected by intersecting forms of discrimination.

Disability: an inability to participate fully and equally in society as a result of the interaction of impairment and a barrier.

Impairment: includes a physical, sensory, mental, intellectual or cognitive impairment, whether permanent, temporary or episodic.

Universal Design: the process of creating services and environments that are accessible to people with a wide range of abilities, disabilities, and other characteristics.



² To learn more about inclusive language and terminology related to disability, the following resources are available: *Government of British Columbia: Words Matter (PDF, 504 KB)*, *Government of Canada: A Way with Words and Images (external link)*, <https://bcaccessibilityhub.ca/resources/best-practices-and-research/>.

Accessibility Legislation

Accessible BC Act

The [Accessible BC Act](#) is the main piece of legislation guiding the preparation of the FPCC Draft Accessibility Plan. The Act aims to promote accessibility and remove barriers for persons with a disability in accessing services and employment in British Columbia.

Accessibility Act Principles

In developing this Draft Accessibility Plan, FPCC considered the following principles as set out in the Act:

- Inclusion
- Adaptability
- Diversity
- Collaboration
- Self-determination
- Universal design

As a prescribed organization, FPCC is required to have the following by September 1, 2024.

Items	Overview
Accessibility committee	To reflect British Columbia’s diverse population, the committee should include First Nations representation and people with lived experience of diverse disabilities.
Accessibility plan	The plan will outline how FPCC identifies, removes and prevents accessibility barriers.
Accessibility feedback tool	The feedback tool will be readily available to people interacting with FPCC’s services to provide any concerns, comments or questions about the accessibility of our programs and services.

Other Legislation³

In addition to the Accessible BC Act, we support legislation that protects access rights for people with disabilities, including:

[United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#), [the BC Declaration of the Rights of Indigenous Peoples Act](#) and the federal [United Nations Declaration on the Rights of Indigenous Peoples Act](#)

◦ Article 22(1) of UNDRIP⁴ states: “Particular attention shall be paid to the rights and special needs of indigenous elders, women, youth, children and persons with disabilities in the implementation of this Declaration.”

- [United Nations Convention on the Rights of Persons with Disabilities](#)
- [Canadian Charter of Rights and Freedoms](#)
- [BC Human Rights Code](#)
- [Accessible Canada Act](#)



³ <https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/accessibility>

⁴ https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf

Accessibility Plan Objectives

The objectives for the FPCC Accessibility Plan are to:

1. Create a staff Accessibility Committee by July 2024.
2. Complete an initial staff survey to provide initial input on the Draft Accessibility Plan by July 31, 2024.
3. Complete a Draft Accessibility Plan by August 31, 2024.
4. Have a feedback mechanism in place by September 1, 2024.
5. Communicate with staff about the Draft Accessibility Plan by December 31, 2024.
6. Conduct consultation to further identify barriers by December 31, 2025.
7. Provide staff training to support the Draft Accessibility Plan by December 31, 2026.



Work completed by the FPCC Accessibility Committee in 2024

After FPCC created a staff Accessibility Committee in 2024, the committee began an initial assessment of barriers to gather an understanding of the accessibility landscape. Through a staff engagement process the committee identified initial themes, priority areas and awareness about the accessibility planning process.

The initial engagement activities included an internal staff survey and departmental and leadership conversations.

Internal Staff Survey

An online internal staff accessibility survey was shared with all FPCC staff, with 38% responding. While this initial survey helped to identify some themes and potential areas to examine, there were some gaps and additional consultation is needed.

Departmental Conversations

The committee will continue to collect information on recent initiatives to support accessibility approaches and tools. This research will inform the next steps and support communication to increase awareness of the plan, best practices and existing practices.



Themes

After reviewing employee survey results the committee identified the following themes:

IDENTIFY BARRIERS

MITIGATE BARRIERS

FEEDBACK MECHANISM



PEOPLE



CULTURE



SPACES



SERVICES

ACCESSIBILITY PLAN

UPDATE PLAN

TAKE ACTION

RE-ASSESS

Based on what we have heard so far, and reflecting on the themes that were identified in the survey, the committee recommends these four priority areas be examined further:



PEOPLE

The diversity of staff and individual worldviews, abilities, and lived experiences are considered.



SERVICES

All B.C. First Nations individuals have equitable access to FPCC programs, services and resources.



SPACES

FPCC reduces barriers to ensure inclusive and accessible workplaces and spaces for gathering and learning together.



CULTURE

FPCC processes embed cultural safety and humility.

FPCC Draft Accessibility Plan

The FPCC Draft Accessibility Plan is a living document that is reviewed annually and updated as opportunities arise.


Priorities are summarized by year in the table below.

Timeline	Actions
Year 1, 2024	<p>Complete Draft Accessibility Plan</p> <ol style="list-style-type: none"> 1. Create a staff Accessibility Committee to provide advice. 2. Review accessibility plans from other organization. 3. Identify current activities that support accessibility. 4. Conduct staff survey. 5. Complete the Draft Accessibility Plan. 6. Communicate the Draft Accessibility Plan with BC Accessibility Hub resources and existing internal resources with FPCC staff to increase inclusion awareness. 7. Create a feedback mechanism tool on the FPCC website to receive feedback and identify barriers.
Year 2, 2025	<p>Consultation and feedback to identify barriers</p> <ol style="list-style-type: none"> 1. Share the Draft Accessibility Plan with the FPCC Board and invite input. 2. Invite input from: <ul style="list-style-type: none"> ◦ The FPCC Advisory Committee ◦ FPCC staff 3. Review feedback and identify opportunities to mitigate barriers.
Year 3, 2026	<p>Deliver training</p> <ol style="list-style-type: none"> 1. Update existing organizational policies where required. 2. Provide accessibility and inclusion training for FPCC staff including how to integrate the recommendations and available accommodations to mitigate barriers.

Additional Recommendations

Additional recommendations provided by the Accessibility Committee for consideration in future years, pending the results of consultation, available funding and capacity, include the following:

1. Developing new organizational policies, procedures and practices for accessibility based on identified barriers and best practices.
2. Conducting an accessibility audit of FPCC (considering built environment, training and events).
3. Gathering resources from experts on disability in First Nations and disability communities to support the development of a cultural framework and approach to accessibility planning.⁵



⁵ *IDC/BCANDS National First Nation Accessibility Consultation, Living With a Disability: Visibility Equals Accessibility* (fnha.ca)

Monitoring and Evaluation

Monitoring

Our plan is a living document that will shift and adapt over time based on input received and our ongoing learning about accessibility.

Updates will be incorporated into our plan as we continue to learn as we implement, and based on the input we receive.

Evaluation

FPCC has identified several steps to evaluate the Draft Accessibility Plan.

1. The Accessibility Committee will meet at a minimum of six (6) times per year. At each meeting, there will be a review of action steps that have been taken and work that has been completed.
2. Once per year, the Accessibility Committee will prepare a progress report for FPCC leadership.
3. The committee will review and evaluate the progress made towards the plan annually. The next review will be in September 2025.
4. FPCC will evaluate the plan every three years. The next plan review will take place in September 2027 and will consider feedback and findings with specific recommendations to identify, remove, and prevent barriers according to the priority areas.

As necessary, action steps may be revised or updated to ensure they are relevant to the overarching priorities of the plan.

How to Share Your Input

While we have done good work to address accessibility, we also know that we have far to go.

We welcome ideas and input as we continue our accessibility journey.

Please contact accessibility@fpcc.ca to share your input and ideas.

