

Executive Message

Lori Halls
Deputy Minister
Land, Water and Resource
Stewardship



Last week was once again an incredibly full week for LWRS with significant progress being made on a number of key files. My weekly update is coming to you on Monday, as I was not able to complete Friday's update before leaving the office to attend a celebration of life service for my uncle. With family and friends travelling to Victoria from afar for the service, it was a reminder for me on what's truly important.

From Lori's Desk

Last week I had the opportunity to continue the divisional/branch engagement sessions. First up was Provincial Stewardship Strategies and Planning Branch. The passion each staff member had for their work easily came through in our conversation. One of the greatest takeaways for me, was a better understanding of just how important effective land use planning and transferrable planning skills are, to many areas of our work as public servants.

On Wednesday I joined the Geospatial Service Leadership Team virtually as part of their first face-to-face meeting in Kamloops to learn more about the work they are doing to develop a team charter and their focus on resourcing, roles and responsibilities of geospatial services and how they work (or service delivery). We also had a chance to talk about significant progress the team has made in recruitment by removing geographical restrictions and the need to ensure the geospatial leadership is connected to the regional management committees moving forward.

Later that day, I had a chance to meet the unsung heroes of the Facilities, Fleet and Corporate Security Branch. In addition to learning about each member of the team and the focus of their work, it quickly became apparent how different the facility and fleet challenges are across the province and how extensive the type and nature of assets being managed across the natural resource sector are. We only scratched the surface on our conversation regarding corporate security and business continuity. As the former Deputy Minister of EMBC, I know how important business continuity is to ensuring critical government services continue when faced with a natural disaster or other event.

Minister Osborne, Minister Heyman, staff and I met with Canadian Parks and Wilderness Society (CPAWS), an environmental organization promoting the establishment of protected areas since 1978. CPAWS presented on their interest in advancing biodiversity protection and indigenous-led conservation. We had a great discussion on the Nature Agreement, adoption of federal conservation targets, and specific proposed protected areas.

Wednesday evening Minister Osborne and I had an opportunity to have dinner with Muskwa-Kechika Management Board members, followed by a meeting the next day to learn more about their strategic plan and resource management practices. Minister Osborne and I got to view parts of the Muskwa-Kechika in July. Often called the “Seregenti of the North”, it’s an [incredible wilderness area](#) of BC.



Also on Wednesday, I joined Ministry staff for a meeting with Helicat Canada regarding concerns stemming from the Modernization of the Tourism Wildlife Guidelines (2006) project. Tourism is a rapidly growing industry, and we discussed the importance of building confidence around the stewardship of wildlife to continue to advance reconciliation, species at risk recovery efforts and the social license of the tourism sector. Our organizations share a vested interest in sustaining the natural beauty and biodiversity BC has to offer and working collaboratively with Helicat Canada will help ensure we achieved these shared goals.

On Thursday, Minister Osborne delivered virtual remarks at the First Nations Summit. She provided an overview of the vision for our ministry spoke about LWRS’s commitments to First Nations communities and reconciliation.

The Minister concluded her week by meeting with the Nānwakolas Council regarding their Nation Guardian program. The Nānwakolas Guardians program involves six individual Nations and aims to increase Indigenous stewardship capacity. The approach to date has shown that there is great interest in Guardian programs, and LWRS welcomes opportunities to continue working together with Nations on an equitable and enduring model.

Ministry Update

On Monday, Executive teams from LWRS and FOR met for a two-hour Joint Executive to discuss and collaborate on successes, challenges and key joint actions at this six-month mark post-restructuring.

The conversation started with a reflection back to the 18-months of deliberate, thoughtful and well-informed processes that went into the design of LWRS and the principles of restructuring. There was also an acknowledgement that no change of this magnitude – the standing up of a new ministry and reallocation of functions across a sector – happens without pinch points and growing pains.

Many ideas, comments and issues surfaced as we explored the challenges and successes specific to LWRS and FOR, but there were some themes that stood out:

- Trusted, collaborative relationships across ministries are key to success
- People need more clarity on roles and responsibilities coming out of the restructuring
- This is a long-term transition, and people need time to adjust and settle into their new roles
- More information is needed to help people understand the role of LWRS and how the sector is now working

Even with two hours, there was hardly time to scratch the surface of how we can continue to build and work together. Both teams agreed that regular Joint Execs would be very beneficial. Keeping on top of areas where things aren't aligning properly while building on successes and what's working will help build a stronger, more collaborative and integrated natural resource sector in BC.

Senior Leadership Team Update

Mark your calendars! The Senior Leadership Team will be presenting the results of LWRS's Culture Report during the November All-Staff Call. The session will focus on highlights coming out of the report and provide details on where we go from here, including next steps for the creation of our Ministry's vision, mission and goals (VMG). As part of this work, your leadership teams have been asked to identify 2-3 candidates from each Division by October 31, 2022 for a new intra-ministry advisory committee intended to be champions to help guide and support the VMG development.

The ideal group will be made up of staff from all levels of the organization who are interested in being champions for this work within their respective work units. Advisory committee reps would likely participate in one-hour meetings, bi-weekly from November to February (for a total of approximately 8 to 10 hours). The group will help develop key questions, shape facilitation sessions, and ensure proposed approaches and products are inclusive of the numerous work units that make up LWRS. If this opportunity speaks to you, reach out to your supervisor today!

Across the Sector

The Province has convened a [new advisory council](#) in support of forestry workers and communities. The Forestry Worker Supports and Community Resiliency Council will assist government in ensuring programs are targeted, effective and responsive to community needs and priorities.

To kick off B.C. ShakeOut Week, the Province rolled out a new, [comprehensive earthquake response strategy](#) that builds on emergency preparedness capacity to increase resilience and keep people safe during major earthquakes.

It's Waste Reduction week! Read the Minister of Environment and Climate Change Strategy, George Heyman's [statement](#) and learn more about the [seven themes of Waste Reduction](#).

A First Nation-led [clean-power generation project](#) for British Columbia's Northwest will provide a significant economic boost and good jobs for people in the area, as well as ongoing revenue from clean energy sold to the Yukon.

Across the Public Service

The 2022 Premier's Awards are just around the corner! The adjudicators and judges have determined the finalists, and now it's your chance to decide who will be named this year's Emerging Leader. [Learn more](#)

Stopping the flu starts with you. It's that time of year again, which means influenza (flu) clinics are starting soon! [Plan to attend](#) an employee-only clinic near you and get your flu shot this season.

Have you heard the news? NRIDS and CSNR are in a high stakes competition to see which division can exemplify putting their "Generosity into Action" for PECSF. The challenge, which runs until October 28, 2022 has the divisions competing for highest participation rate, with the winning team having the pleasure of watching their ADM complete an activity that is carefully selected to be just the right level of embarrassment. Although we are all winners in this effort to increase charitable giving, I am already entertained by how nervous Andy is that he may have to do yoga. To date, 116 LWRS staff have pledged over \$54,000 in support of BC Charities. Way to go LWRS, we have nearly DOUBLED our donors in just one week! Put your generosity into action and learn [how to donate](#) today!

Enjoy your week LWRS, as we welcome more rain and officially put an end to "Oct-ummer."

Lori Halls
Deputy Minister
Ministry of Land, Water and Resource Stewardship