



BC's Union for Professionals

September 13, 2021

Lori Halls, Deputy Minister, Lands and Natural Resource Secretariat  
Minister of Forests, Lands, Natural Resource Operations & Rural Development  
PO Box 9352 Stn Prov Govt  
Victoria, BC V8W 9M1  
Lori.D.Halls@gov.bc.ca

Dear Lands and Natural Resource Secretariat,

Thank you for meeting with representatives of the Professional Employees Association (the PEA) on August 19, 2021. We appreciated the opportunity to learn about the Secretariat's work to date. At our meeting, Deputy Minister Halls indicated that we could submit follow up information related to the PEA's ongoing work on scientific integrity to the Secretariat for further consideration.

In the PEA's last round of bargaining with the Public Service Agency, an agreement to form a joint committee to discuss and develop joint recommendations for government on scientific integrity was reached. This joint committee was formed in 2019 and will deliver joint recommendations to the Deputy Ministers Committee on Natural Resources in 2022. To support this committee work, the PEA has conducted research into scientific integrity by reviewing information from other jurisdictions, working with our federal counterparts, and surveying our members.

Based on this work, we would like suggest that an epistemological shift is needed in how resources are managed and sustained for the province to address resource challenges related to climate change, reconciliation, and sustainable development. To facilitate this shift, we recommend investments in the following:

- Support for scientific excellence in the public service through a commitment to continuing education, career development of scientific professionals, and participation in the broader scientific community. Additionally, the Province should support for the development of technical communities that facilitate cross mandates and ministries. This type of support could optimize the cost-benefit of these initiatives.
- Creation of explicit scientific transparency policies, such as those instituted at the federal level. These could highlight the importance of open communication, the reality of managing uncertainty, and the need for continuous refinement through ongoing science and monitoring.
- Capacity for knowledge transfer and extension activities to improve public awareness, engagement and participation through collaborative governance, citizen science, community education and integration of western and indigenous science.



### BC's Union for Professionals

- Implementation of measures to improve equity and diversity in the practices of science and engineering within the public service. This can be achieved through improved tracking of equity statistics within scientific professions and policies that address structural discrimination where historic inequities are present.
- Implementation of a career laddering program similar to what is currently in practice within the Oil and Gas Commission. This program would recognize the contributions and career development of committed scientific and engineering professionals.
- Continue to create mechanisms for scientific and engineering professionals to contribute to strategic policy discussions through surveys, focus groups, and engagement with technical communities. We also recommend the creation of avenues for scientific professionals to highlight issues for leadership.

Thank you for the opportunity to share our perspective. We continue to be encouraged by the inclusive and transparent approach that the Secretariat is taking and believe that this approach will result in a greater chance of positive outcomes for British Columbian's and the stewardship of our natural resources.

Shawna LaRade  
PEA President

Christine Bieber  
On behalf of the GLP Executive