British Columbia Council for International Education

2025/26 – 2027/28 Service Plan

March 2025

For more information on the B.C. Council for International Education contact:

Suite 603 - 409 Granville Street Vancouver, BC V6C 1T2

604-637-6766

Or visit our website at

www.bccie.bc.ca

Published by BC Council for International Education

Board Chair's Accountability Statement

The 2025/26 – 2027/28 B.C. Council for International Education Service Plan was prepared under the Board's direction in accordance with the *Budget Transparency and Accountability Act*. This plan is consistent with government's strategic priorities and fiscal plan. The Board is accountable for the contents of this plan and is responsible for the validity and reliability of the information presented.

All significant assumptions, policy decisions, events and identified risks, as of March 2025 have been considered in preparing the plan. The performance measures presented are consistent with the *Budget Transparency and Accountability Act*, B.C. Council for International Education'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 B.C. Council for International Education's operating environment, forecast conditions, risk assessment and past performance.

Signed on behalf of the Board by:

Dr. Geoff Payne
Board Chair, B.C. Council for International Education
March 4, 2025

Table of Contents

Board Chair's Accountability Statement 3
Strategic Direction 5
Purpose of the Organization and Alignment with Government Priorities 5
Operating Environment 6
Performance Planning 6
Financial Plan 13
Appendix A: Mandate Letter from the Minister Responsible 15

Strategic Direction

In 2025/26, public sector organizations will continue to prioritize delivering the services and infrastructure needed for people to build good lives in strong communities.

To support this objective public sector organizations will support Government's focus on growing the economy, responding to the threat of tariffs, creating good paying jobs, improving affordability, strengthening health care and education, and making communities safer.

Public sector organizations will also continue to work as directed to support the implementation of the Declaration on the Rights of Indigenous Peoples Act Action Plan.

This 2025/26 service plan outlines how the British Columbia Council for International Education (BCCIE) will support the government's priorities and selected action items identified in the most recent BCCIE Mandate Letter.

Purpose of the Organization and Alignment with Government Priorities

BCCIE is a provincial Crown Agency, incorporated under the *Societies Act*, that supports the internationalization efforts of B.C.'s public and independent K-12 schools, public and private colleges and universities, and language schools. It promotes international education in and for B.C., to enhance B.C.'s international reputation for quality education, and to support the international education activities and initiatives of the provincial government.

BCCIE's Vision: BCCIE advances and supports international education in and for British Columbia.

BCCIE's Mission: BCCIE positions British Columbia as an education destination of choice and promotes two-way mobility.

As a Crown Agency, BCCIE's current Strategic Plan is guided by the mandate letter and ministry international education priorities. The ministry's goal for international education is a system that is committed to quality, is student-centred, sustainable, and delivers positive education outcomes for international students while advancing global opportunities for domestic students. BCCIE plays an important role in supporting the sector to respond to the unique needs of international students by providing supports and services in alignment with its mandate letter priorities. The Province of British Columbia's foundational principles of growing the economy by creating good jobs across British Columbia; reducing costs for families; strengthening healthcare; making neighbourhoods and communities safer; and building a sustainable, clean economy inform BCCIE's approach to its work.

Operating Environment

Canadian education jurisdictions, including British Columbia, are facing complex challenges in the international education sector. Federal policy changes, including limits on study permit applications and changes to Post-Graduation Work Permit Program eligibility, are impacting the number of international students in B.C., and changing the recruitment and program approach for B.C. institutions.

The Mandate Letter for the Minister of Post-Secondary Education and Future Skills directs the minister to work with post-secondary institutions to evaluate and advocate federally in relation to the funding challenges caused by the federal government's changes related to international students. BCCIE will support the ministry in delivering the Minister's direction and responding to the current international recruitment context.

BCCIE pursues a strategic approach to secure B.C. as a quality international destination for education and ensure the K-12 sector and post-secondary institutions across the province are building and developing the capabilities to recruit, support, retain, and provide a quality education program for international students in communities across the province.

Performance Planning

Goal 1: B.C. has the expertise and leadership to deliver excellence in international education programs.

BCCIE supports the people working in international education at B.C. schools and education institutions by helping build their knowledge, expertise, and capabilities to deliver the programs, services, and supports that students need. This work gives international education practitioners the information, skills, and best practices they need to support students, enhance their experiences, and ensure their success.

Objective 1.1: Support regional institutions to ensure international students are well supported.

BCCIE develops and coordinates a suite of capacity-building sessions for the international education sector, with a focus on institutions outside the Lower Mainland region. BCCIE facilitates access to tools and resources and provides strategic mentorship opportunities to further build capacity in the regional institutions. Through this work, BCCIE helps build the knowledge, skills, and expertise within B.C. institutions to provide quality international education programs and ensure international students in their communities are well supported.

Key Strategies

- Develop capacity-building events for individual regions to support their unique international education leadership and development needs.
- Deliver professional development and mentorship initiatives to help institutions, particularly in the regions, meet government's higher standards of practices and resources for international students and build the capacity to implement international education plans to ensure their international students receive the services and supports they need.
- Support institutions outside the Lower Mainland to access events and deliver events regionally or online.
- Design and deliver events or workshops to support greater collaboration and recruitment pathways between B.C.'s K-12 and post-secondary sectors.

Discussion

BCCIE organizes and delivers activities and sessions throughout B.C. to provide effective and relevant capacity-building expertise and services targeted to the needs and priorities of education institutions outside the Lower Mainland. This approach helps mitigate barriers to professional development that professionals at smaller institutions experience, and builds capacity by sharing information, knowledge, tools, and best practices to international education practitioners so they can better support international students, contributing to a quality education experience. The topics for these regional capacity building sessions directly align with government priorities and institutions' needs, including to support institutions to implement protections for international students and to support student safety and system integrity.

Objective 1.2: Build intercultural competencies and support indigenization in the international education sector.

BCCIE supports intercultural training and meaningful reconciliation in B.C.'s schools, districts, and institutions. This helps ensure faculty, staff, and administration are supported to educate international students on Indigenous peoples and their history, including the legacy of residential schools, the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) implementation, Treaties and Aboriginal rights, and Indigenous-specific racism. BCCIE organizes capacity building events for international educators and practitioners across the province to support international learners from a variety of cultures in their classrooms and on their campuses. This work helps to enhance intercultural competencies and to educate international students about Indigenous peoples and their history in B.C.

Key Strategies

- Include Indigenization and intercultural streams of content at the BC International Education Week (BCIEW) conference in 2025/26.
- Continue to promote and encourage participation in BCCIE's online intercultural certificate program in 2025/26.

Discussion

Capacity building efforts, including BCCIE's annual BCIEW conference, focus on fostering diversity in the classroom, ensuring a positive experience for international students, and learning from and appreciating the intercultural dynamics developed within classrooms and campuses. This helps B.C. educators ensure international students understand the history of Indigenous peoples in B.C. and Canada. These events and initiatives help BCCIE to achieve international education priorities, including developing intercultural competencies at schools and institutions and supporting the sector's work on Indigenization, reconciliation, and implementation of the *Declaration on the Rights of Indigenous People's Act.*

Objective 1.3: Disseminate information, best practices, and standards to the international education sector in B.C.

Helping to ensure the education sector provides transparent and accurate information for international students supports B.C.'s reputation as a high-quality education destination. Institutions are expected to provide transparent information to students to inform their educational choices, to understand their rights, and to be aware of the regulatory protections, supports, and services that are available to them. BCCIE's work directly supports the Province's commitment to support student safety, system integrity, and successful student outcomes by sharing information, best practices, and standards for students in the sector.

Key Strategies

- Continue to share and disseminate best practices to support student success, student safety, and student rights on the Study in B.C. website and via social media to ensure international students are well supported.
- Promote the benefits of developing global citizenship competencies through international experiences by sharing student blogs highlighting their international experiences on the B.C. Study Abroad website.
- Continue to deliver virtual or in-person events in 2025/26 on topics related to student supports, such as housing and affordability, workforce transitions, and mental health.
- Support institutions to meet higher standards of practice and resource delivery for international students under the provincial Education Quality Assurance Code of Practice.

Discussion

BCCIE plays a leadership role in communicating and engaging with stakeholders in the sector, including: B.C. students, schools, and institutions; international institutions; and government partners. Through a variety of in-person, web, and digital communication methods, BCCIE shares information about opportunities and best practices and supports positive relationships and collaborations for the benefit of the entire education sector. In alignment with ministry international education priorities to support institutions to meet higher standards of practice and resource delivery, BCCIE plays a key role communicating provincial international education priorities and strengthening the profile of the province's education sector. The focus for BCCIE's communications has shifted to more directly align with BC's priorities to support

institutions to implement protections for international students and to support student safety and system integrity.

Performance Measures

Performance Measure	2022/23 Baseline	2024/25 Forecast	2025/26 Target	2026/27 Target	2027/28 Target
1a Respondents who agree BCCIE services contribute to their leadership and expertise in the international education sector.[1]	81%	Maintain or increase	Maintain or increase	Maintain or increase	Maintain or increase
1b B.C. post-secondary institutions have developed and implemented International Education Strategic plans that are effective and consistent with international education framework.[2]	TBD	Maintain or increase	Maintain or increase	Maintain or increase	Maintain or increase

[1] Number of respondents who agree or strongly agree that BCCIE's services contribute to their leadership and expertise in the international education sector, expressed as a percentage. (Data source: BCCIE annual survey)
[2] Number of public post-secondary institutions that have international education strategic plans consistent with PSFS guidelines, assessed in consultation with PSFS. (Data source: public post-secondary institutions)

Discussion

Sector capacity-building sessions bring stakeholders together to share best practices, foster peer-to-peer learning, discuss new ideas, and collaborate on regional or sector challenges. BCCIE is working to ensure its services are particularly oriented to build the capacity of international education practitioners at institutions and school districts outside the Lower Mainland and that their teams are well supported. These performance measures will help BCCIE assess the reach of the capacity-building services offered and whether they help practitioners implement high-quality international education programs (1a) and develop effective international education strategic plans that are consistent with ministry priorities (1b).

To better evaluate the outcomes of BCCIE's work, BCCIE created an annual survey for the international education sector in 2022/23; analysis is conducted by an external consultant. Results from the 2022/23 survey established a baseline for performance measure 1a. As the sample size was very small for the initial survey, BCCIE will work to increase the response rate in future years and evaluate the trends prior to establishing future targets.

The challenges posed by an evolving policy context has delayed the formal implementation of the requirement for public post-secondary institutions to develop international education strategic plans. As such, a clear baseline for 1b is not yet available.

Goal 2: B.C. has strong international partnerships contributing to market diversification in the international education sector.

Strong international relationships provide the foundations for building strategic partnerships for B.C.'s international education sector. BCCIE helps diversify international student source countries and create global opportunities to ensure that B.C.'s regions and institutions are equipped to pursue balanced and sustainable enrolment. Supporting relationships in both emerging and mature markets continues to be an important part of BCCIE's work.

Objective 2.1: Maintain existing partnerships with key established markets.

BCCIE supports the advancement of existing strategic international partnerships to support B.C.'s position as a strong, desirable international education destination for long-term partnerships and collaboration.

Key Strategies

- Deliver virtual and in-person events in 2025/26 for international education professionals from all regions of B.C. to introduce opportunities and provide market intelligence about current partners.
- Offer partnership development events for the sector in 2025/26 with partners from priority mature markets for the B.C. international education sector such as China, India, Japan, and Korea.
- Advance key relationships with B.C. Consular Corps and international contacts through targeted meetings locally and at select international events.

Discussion

B.C.'s long experience with international education means BCCIE has enduring relationships from well established international education markets that continue to generate substantial and meaningful opportunities for international learners and B.C. students and education institutions.

Objective 2.2: Expand opportunities for B.C. students, teachers, and faculty to study and work abroad.

Helping B.C. students to travel and study abroad is an important element of the ministry's international education priorities to support student and faculty global citizenship, intercultural experience, and to connect the province to the global knowledge economy. B.C.'s international partners are also seeking to attract B.C. students to their campuses as a reciprocal partnership, to extend the benefits of international education to their institutions. BCCIE supports the engagement of B.C. students and educators, including those from under-represented groups and Indigenous communities, and works to provide opportunities for applied and experiential learning opportunities abroad to help ensure all B.C. students can benefit from international diversity.

Key Strategies

- Run virtual and in-person events in 2025/26 to develop study abroad partnerships and/or capacity.
- Continue to update and promote study abroad opportunities for B.C. students through the B.C. Study Abroad (BCSA) Consortium website.
- Distribute scholarships for B.C. students to support study abroad opportunities.

Discussion

BCCIE supports and promotes opportunities for B.C. students, teachers, and faculty to engage in study- and work-abroad experiences with the aim of developing global competencies and international connections. BCCIE's work aims to reduce barriers for students who consider study-abroad programs through initiatives such as the BCSA Consortium and BCSA scholarships. The BCSA consortium promotes and publicizes short-term study abroad opportunities for B.C. students, and BCSA scholarships help to reduce financial barriers for students interested in participating in a program abroad. BCCIE communicates regularly with the sector to increase awareness of study abroad opportunities and share the benefits of studying and working abroad.

Performance Measures

Performance Measure	2022/23 Baseline	2024/25 Forecast	2025/26 Target	2026/27 Target	2027/28 Target
2a Respondents who agree BCCIE services contribute to their organization's diversification of markets and partnerships.[1]	69%	Maintain or increase	Maintain or increase	Maintain or increase	Maintain or increase

Data source: BCCIE annual survey

[1] Number of respondents who agree or strongly agree that BCCIE's services contribute to their organization's ability to diversity their international partnerships, expressed as a percentage.

Performance Measure	2021/22 Baseline	2024/25 Forecast	2025/26 Target	2026/27 Target	2027/28 Target
2b Proportion of B.C. international students from markets outside B.C.'s top two.[1,2]	48%	Maintain or increase	Maintain or increase	Maintain or increase	Maintain or increase

Data source: IRCC: B.C. – Study Permit Holders with a Valid Permit by Province/Territory of Destination and Country of Citizenship.

[1] BCCIE works with the Ministry to identify target emerging markets and delivers services that help institutions develop new educational partnerships.

[2] IRCC and PSFS data on international student enrolment by source country, emphasising target new and emerging markets.

Discussion

To better evaluate the outcomes of BCCIE's work, BCCIE created an annual survey for the international education sector in 2022/23; analysis is conducted by an external consultant. Survey results established a baseline for performance measure 2a. As the sample size was very small for the initial survey, BCCIE will work to increase the response rate in future years and evaluate the trends prior to establishing future targets.

In alignment with ministry international education priorities, BCCIE facilitates international partnerships to diversify markets for international education beyond the top two markets (2b). This helps to increase opportunities for B.C. students to study and work abroad, and helps position B.C., including regions outside the Lower Mainland, as a destination of choice for international learners.

Financial Plan

Financial Summary

	2024/25 Forecast	2025/26 Budget	2026/27 Plan	2027/28 Plan
Revenues				
Provincial Grant - General Operations	1,500,000	1,500,000	1,500,000	1,500,000
B.C. International Education Week Conference [1]	445,655	323,925	333,643	343,652
Professional Development [2]	24,000	19,500	19,000	19,000
Study in BC [3]	60,900	-	-	-
Other Government Contracts [4]	50,000	-	-	-
Bank Interest [5]	23,900	41,300	41,300	41,300
Total Revenue	**2,104,455**	**1,884,725**	**1,893,943**	**1,903,952**
Expenses				
Program Areas [6]	557,290	387,433	430,402	404,800
General Operations (IT, Board Meetings, Salaries, Supplies, etc.) [7]	1,547,165	1,497,292	1,463,541	1,499,152
Total Expenses	**2,104,455**	**1,884,725**	**1,893,943**	**1,903,952**
Annual Surplus (Deficit)	-	-	-	-
Total Debt	-	-	-	-
Accumulated Surplus (Deficit)	**774,105**	**774,105**	**774,105**	**774,105**
Capital Expenditures	-	-	-	-

Note: The above financial information was prepared based on current Generally Accepted Accounting Principles.
[1] BCCIE anticipates less revenue for BC International Education Week (BCIEW) in 2025/26 due to financial constraints on the sector resulting in fewer delegate registrations and less sponsorship. Beyond 2025/26, modest year over year revenue growth is anticipated.
[2] BCCIE made more on PD in 2024/25 due to charging for several events in addition to the two-day symposium. BCCIE plans to continue charging for more Professional Development events in future years.
[3] BCCIE received money in 2024/25 from institutions for a Study in BC campaign.
[4] BCCIE received funding from the Ministry of Education and Child Care (ECC) in 2024/25 to administer an international scholarship program for the K-12 sector. Funding for future years is unknown.
[5] Bank interest is from term deposits. Interest rates for term deposits are higher resulting in more revenue in 2025/26 and beyond.
[6] Program area expenses are higher for 2024/25 due to expenses associated with the Study in BC Campaign and ECC contract. Program area expenses drop in 2025/26 due to absence of additional contract revenue and anticipated lower expenses for BCIEW due to lower attendance.
[7] Operational expenses drop in 2025/26 as BCCIE was able to find some savings and efficiencies in general operations.

Key Forecast Assumptions, Risks and Sensitivities

The BCCIE forecast is based on the following key assumptions:

- Operating funds from the Ministry of Post-Secondary Education and Future Skills (PSFS) will continue at current levels for jointly agreed activities;
- No additional contract revenue from the Ministry of Education and Child Care;
- B.C. International Education Week (BCIEW) will continue to focus on the priorities listed in BCCIE's mandate letter and strategic plan and will be a revenue generating event for BCCIE; and
- Revenue from BCIEW may be more modest in 2025/26 due to the current financial challenges in the sector.

Management's Perspective on Financial Outlook

Over the years, operating costs have increased significantly due to inflation increases to rent, insurance, and other general operating expenses. BCCIE continues to operate with fewer staff compared to the pre-Covid period, to help offset budget pressures. General operating expenses are consuming nearly all of BCCIE's base funding. In response, BCCIE will work to generate greater own-source revenues from sector stakeholders, (post-secondary institutions, school districts, and others) through BCIEW, capacity-building events, and other workshops, to ensure BCCIE can continue delivering services that support and build international education in B.C.

BCCIE will work to ensure activities executed through core funding meet the priorities and objectives outlined in BCCIE's upcoming mandate letter and strategic plan. BCCIE will leverage partnerships, both locally and abroad, and utilize internal staff and expertise to reduce the financial resources required to execute initiatives and events in alignment with the goals and priorities of government.

BCCIE will closely monitor resources and expenditures to deliver services in an efficient and cost-effective manner. BCCIE will work collaboratively with the Ministry of Post-Secondary Education and Future Skills, the Ministry of Education and Child Care, and the Ministry of Jobs, Economic Development and Innovation to develop strategies to manage expenditures, leverage partnerships, and ensure alignment with Government priorities.

Appendix A: Mandate Letter from the Minister Responsible

June 15, 2023

Dr. Michel Tarko
British Columbia Council for International Education
Suite 603 - 409 Granville St.
Vancouver, BC V6C 1T2

Dear Dr. Michel Tarko:

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

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

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

This mandate letter, which I am sending in my capacity as Minister responsible for the British Columbia Council for International Education (BCCIE), sets out overarching principles relevant to the entire public sector and specific direction on priorities and expectations for your organization for the remainder of Government's term.

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

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

…/2

Ministry of Post-Secondary Education and Future Skills

Office of the Minister

Mailing Address:
PO Box 9080 Stn Prov Govt
Victoria BC V8W 9E2

Location:
Parliament Buildings
Victoria

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

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

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

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

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

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

In addition to continuing to make progress on your 2021 mandate letter, I expect you to ensure the important priorities and areas of focus listed in this letter are incorporated into the practices of your organization and develop plans to address the following new priorities within your approved budget:

- Support post-secondary institutions across the sector in British Columbia to implement protections for international students that support their fair treatment.

- Support student safety and system integrity by sharing best practices, standards and transparent and accurate information for international students on their rights, assistance, regulatory protections and supports available to them, including information on housing availability and the cost of living.

Each board member is asked to sign this letter to acknowledge this direction from government to your organization. The signed letter is to be posted publicly on your website by September 21, 2023.

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

Sincerely,

ORIGINAL SIGNED BY MINISTER SELINA ROBINSON

Honourable Selina Robinson
Minister

Date: June 15, 2023

cc: Honourable David Eby, KC
Premier

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

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

Bobbi Plecas, Deputy Minister
Ministry of Post-Secondary Education and Future Skills

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

Nicola Lemmer, Assistant Deputy Minister
Ministry of Post-Secondary Education and Future Skills

Randall Martin, Executive Director
British Columbia Council for International Education

Feroz Ali, Board Director
British Columbia Council for International Education

Shawn Chisholm, Board Director
British Columbia Council for International Education

Jason Dewling, Board Director
British Columbia Council for International Education

Patricia Gartland, Board Director
British Columbia Council for International Education

Pedro Márquez, Board Director
British Columbia Council for International Education

Cloe Nicholls, Board Director
British Columbia Council for International Education

Ajay Patel, Board Director
British Columbia Council for International Education

Kerry Pridmore, Board Director
British Columbia Council for International Education

Jay Yule, Board Director
British Columbia Council for International Education

Dr. Michel Tarko, Chair
Date: June 20, 2023

Feroz Ali, Director
Date: June 16, 2023

Shawn Chisholm, Director
Date: June 20, 2023

Jason Dewling, Director
Date: June 20, 2023

Patricia Gartland, Director
Date: June 20, 2023

Nicola Lemmer, Director
Date: June 20, 2023

Jay Yule, Director
Date: June 23, 2023

Cloe Nicholls, Director
Date: June 21, 2023

Ajay Patel, Director
Date: June 20, 2023

Kerry Pridmore, Director
Date: June 26, 2023

Pedro Márquez, Director
Date: June 19, 2023