

Originally sent via email. April 6, 2021 (reformatted for PDF)

Dear Mr Krishan,

Thank you for your follow up email.

Discrimination is not tolerated at the City in employment, including in the hiring process. The evaluation of candidates for employment is done according to the criteria and qualifications that are reasonably required for the position (which are published in job postings) so that the evaluation process is transparent, i.e. candidates know what is expected or required to be successful. The City's workforce is diverse but in keeping with the City's commitment to never-ending improvement, we currently have a work planning process which is underway, including engaging an Advisor to review and advise the City on its policies and procedures to ensure that matters of diversity, inclusivity and employment equity are properly recognised and addressed and that City employees are trained on these matters. With that initiative in mind, it would be premature to answer the more specific questions in the letter until this review has taken place later this year.

Many thanks
Corinne