

March 19, 2021



Ref: C-332175

To: *Mr. Richard Fong, Human Resources Director*
City of New Westminster

Dear Mr. Richard Fong,

Thank you for response letter. I would like expand on the area which the PSAEE is focusing on.

The PSAEE considers that the details conveyed by your office on the subject of equitable hiring processes – with mention of the OCP, the DEIAR framework, and the Strategic Plan - may well play some important future role towards establishing more equitable processes and outcomes. This breadth of consideration, however, is wider than that of the PSAEE.

Our focus, to emphasize, is more singular in its scope. This means, simply, that our foremost concern rests on the end results that the hiring processes have served to produce - in quantified, statistical terms. If you would appreciate it – for us what matters is that at the end of the fiscal year – after all the funded programs, initiatives, and the minutiae of engagements towards the framework of equity programs – that the HR Department can point to specific administrative barriers that *have* been removed from the hiring process and how their removal has directly contributed to a more representative workforce.

For the PSAEE, key barriers rest in the “criteria” which are routinely formed within job posters. **We would like the express commitment of your office in closely monitoring the approval of the “Job Posting” and the barriers they serve to create.** Entry-level positions, as one example, should not be requiring “minimum experience” beyond that which can be attained from the institution of education. We want the HR Department to show a “high” confidence in the Canadian institution of education. These barriers disproportionately impact citizens of colour and contribute in a significant way to underemployment. We hope that your office is collecting data in disaggregated form which enables you to actively measure the hiring process outcomes being produced to answer key questions. The city of New Westminster has a population of some 71,000 residents and under your leadership it can set a very positive example. We will be complementing your efforts towards this end in necessary ways by engaging city leaders and elected-representatives.

I look forward to your ideas on the subject and would like to believe that your office is still considering answering some of the questions we have put to you. Thank you.

Sincerely,

A handwritten signature in blue ink that reads 'Jay Krishan'.

Jay Krishan