



[Date]

PACIFIC SOCIETY FOR THE ADVANCEMENT  
OF EMPLOYMENT EQUITY

Dear [running candidate],

I am reaching you today on behalf of the *Pacific Society for the Advancement of Employment Equity (PSAEE)*. As you are presently seeking election for the riding of Nanaimo-Ladysmith there is an important area which the citizens would benefit to hear from you on. The matter concerns the hiring policies and practices adopted by the City of Nanaimo and the workforce outcomes they serve to produce. I will introduce the concerns in point form below:

- I. *Visible minorities are administratively restricted from gaining employment with the city.* Ethnic minorities are restricted in effect from gaining roles in the public service through a complex of hiring policies and administrative configurations. The PSAEE writes to express concern that **the City of Nanaimo is upholding administrative conditions which contribute to the absence of ethnic minorities in the city's workforce.**
  
- II. *No employment equity data is collected by the City of Nanaimo.* **It has been verified by our organization that the city makes no attempt to collect or actively use employment equity data to objectively or systematically assess the possibility of systemic discrimination.** Earlier this year, I reached out to the Director of HR of the city who declined to make response to basic questions that were put to him concerning hiring processes and commitments towards equity and inclusion. The unwillingness or inability of the HR Department of the City of Nanaimo to be transparent concerning the hiring outcomes it produces is concerning.
  
- III. *An equal-opportunity hiring process needs to be adopted by City of Nanaimo.* **Visible minority citizens are unable to obtain suitable roles in the city even after holding degrees from Canadian universities.** They are prevented from gaining entry in city roles commensurate to their skills and abilities, from accumulating experience, and from developing personally and professionally due to administrative barriers. Recent graduates, millennials, and ethnic minority groups – the residents of Nanaimo - need to hear your views towards building a representative and equal opportunity public sector.

Our organization has been raising concerns over the criteria in the job postings as well as over which citizen profiles tend to fit the merit criteria during the hiring process. The lack of visible minorities in the city - though it is explained in the terms of 'qualifications', 'work experience', 'right fit', and 'merit' - more compellingly appears to be rooted in racial and ethnic considerations. We are working to see that this changes.

I would like to hear from you – to learn of your thoughts on this subject and learn more about how you understand the situation and what your commitments would be towards advancing concerns in this very important area. **[Candidate], what barriers would you commit to removing in the hiring process of the city and what would be your measures of success?** You may reach me by email at [\[email\]](#). Thank you for your time, and I look forward to hearing from you.

Sincerely,

Jay Krishan  
Executive Director, PSAEE