

**Human
Resources
Department**

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April 1, 2021

Jay Krishan, Director
Pacific Society for the Advancement of Employment Equity

Via Email: connect@psaee.org

Dear Jay Krishan:

Thank you for your letter dated January 26, 2021 regarding the representation of people of colour at the City of Victoria and our hiring policies and practices.

The City of Victoria is in a period of learning, transition and growth regarding equity, diversity and inclusion and is currently developing an overarching Equity Framework to guide and enhance procedural, distributional, structural and intergenerational equity in City programs and services. While much of this work is currently being undertaken by external consultants, the City is in the process of recruitment to a newly established Office of Equity, Diversity and Inclusion to support implementation of the Equity Framework, once finalized.

In conjunction with the development of the Equity Framework, approximately 100 staff have participated in workshops over the last four months to learn about equity concepts, unconscious bias, privilege and power, and preliminary discussions on how equity can be applied to our work. Anti-racism training, gender awareness training and accessibility learning opportunities are planned for 2021 and 2022, in addition to ongoing Indigenous cultural safety training.

The City is also planning to launch an organizational readiness survey to identify gaps and opportunities to strengthen Victoria's commitment to justice, equity, diversity and inclusion, and deepen the understanding and skills of staff and leaders. This information will inform future policies and processes on hiring practices, with plans to include an evaluation model around equity objectives. At this point in time, we have limited information on employee diversity, and aggregate statistics of current employee education levels are not available.

Regarding your specific questions about hiring practices related to visible minorities, the City of Victoria does not currently provide an option to self-declare information such as ethnicity, gender, or sexual orientation. While the City's recruitment process is in compliance with legislated requirements, as indicated above we are committed

to seek out opportunities for continuous improvement in support of equitable employment outcomes.

Regards,

A handwritten signature in black ink, appearing to read "Jodi Jensen", with a long horizontal flourish extending to the right.

Jodi Jensen
Head of Human Resources

c: Mandi Sandhu, Head, Service Innovation & Improvement