



from the desk of
Michelle Corfield

Liberal Candidate for **Nanaimo-Ladysmith**

September 9, 2021

Pacific Society for the Advancement of Employment Equity

Dear Jay Krishan,

Thank you for your letter sharing the concerns PSAEE of the City of Nanaimo's hiring policies and practices. As an indigenous woman, I have faced barriers daily that has also been rooted in racial and ethnic consideration.

First and most importantly, the City of Nanaimo employment policies must reflect current employment case law to attract a diverse workforce and be a responsible municipal government.

I quickly searched their website, and it states, *"It is the policy of the City of Nanaimo to hire and promote the best qualified candidates, thereby allowing the organization to maintain a high level of service to the public. In order to build a diverse workforce, all qualified candidates are encouraged to apply. Hiring decisions will be made on the basis of job related criteria, without discrimination or favour."*

What I know is if I am elected as the Member of Parliament for this riding, I will gladly meet with you to discuss how we can work together to ensure the City of Nanaimo removes barriers in their hiring process by effective lobbying the City Council to ensure their employment policies reflect current case law and ensure that statistical information is released to the Nanaimo residents to measure their results.

Thank you for reaching out to me, and I ask that you support my candidacy on Election Day.

Michelle Corfield, DM, MA, BA
Liberal Candidate for Nanaimo-Ladysmith
michellecorfield2021@gmail.com