

March 12, 2021

Jay Krishan
PSAEE, Director

Delivered via email: [REDACTED]

Dear Jay,

Thank you for your letter dated January 29, 2021, in which you raise the possibility of the existence of hurdles to access to employment by applicants of colour. Additionally, you inquire about the existence of the opportunity to self-identify as a visible minority.

The City of White Rock understands its responsibilities under the B.C. Human Rights Code and complies with the provisions of the Code, including developing and implementing policy reflecting the requirements and objectives of the Code. Consistent with those objectives and the specific prohibition not to discriminate on various identified bases, including colour, race, and place of origin, our organization does not inquire about those factors. Similarly, we do not inquire about any other factor irrelevant to the performance of the duties of the position being filled, such as gender, sexual orientation, or religion.

As such, I can confirm that our recruitment practices and procedures are in line with our legal obligations and that our expectation is that every hiring decision will be based on the requirements of the position, the qualifications of the candidate and any other requirements applicable to the vacancy, including the provisions of any collective agreement between our organization and our unions. As well, the City remains committed to further developing and implementing best diversity and inclusion policies and practices.

Yours sincerely,



Jacquie Johnstone
Director, Human Resources

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