

March 15, 2021



Ref: C-334452

To: *Ms. Jacquie Johnston, Human Resources Director*  
City of White Rock

Dear Ms. Jacquie Johnston,

Thank you for writing. I appreciate your time and will be brief in sharing my concerns today on the response received from your office.

Ms. Johnston the matter is that without data it is not prudent for the PSAEE or the citizenry to place confidence in the cited commitments. Opinions and facts on equity and diversity must have a congruence, and this congruence must be demonstrable for public confidence. Your office, regrettably, has declined to provide any data which would be suggestive of the sort of commitment you are assuring there is.

Our organization is examining the outcomes being produced by the hiring processes in the public sector. We have reason for concern. We hope that your office is collecting data which enables you to actively measure the hiring process outcomes you are producing. The city of White Rock is relatively small and under your leadership it can set a very positive example. We will be complementing your efforts towards this end in necessary ways.

**The PSAEE requests information on any discussions your office has initiated with lawyers in which the legal obligations of your office were the focus. We would like to know as well whether any such professionals were given disaggregated data to assist them in making a sound determination on legal compliance.** The PSAEE considers that any HR office which is not actively being advised by formally trained professionals in the legal domain is not in a position to know or to confirm whether they are or are not in line with legal obligations – especially where the Human Rights code is concerned. These are matters of the utmost concern for the PSAEE.

I look forward to some positive feedback from your side on the subject. Thank you.

Sincerely,

A handwritten signature in blue ink that reads 'Jay Krishan'. The signature is fluid and cursive.

Jay Krishan