



PACIFIC SOCIETY FOR THE ADVANCEMENT
OF EMPLOYMENT EQUITY

July 11, 2022

To: Ms. Rachna Singh, M.L.A.
Surrey-Green Timbers
100 - 9030 King George Blvd.
Surrey, BC V3V 7Y3

Subject: Administrative barriers for visible minorities in the public service hiring process

Dear Ms. Rachna Singh,

I would like to, first, extend my most sincere congratulations to you and your team for your involvement with the Anti-Racism Data Act aimed at promoting a more equitable and welcoming province. I am hopeful and optimistic that collecting the appropriate data will help to systematically evaluate social outcomes being produced by the policies in place. It is an important step, so thank you for taking it on.

I am reaching you in my capacity as Director of the *Pacific Society for the Advancement of Employment Equity (PSAEE)* which is a non-profit organization aimed at facilitating the development of a representative public service. Since late 2020, my organization has been advocating for the removal of administrative barriers from the hiring process that disproportionately restrict the candidacies of qualified visible minority citizens in the public service. It is important and challenging work, and I do it because I consider it imperative to have a functionally representative public service that can faithfully understand and serve the interests of the diverse citizenry. My organization is working to see a public service that readily accepts visible minority citizens in roles that would be commensurate to their skills and abilities. Right now, however, we are not quite there. I will enumerate a portion of the challenges below:

- I. The approved job posters in the public service are padded with unreasonable ‘minimum experience’ criteria –even for entry-level positions – that restrict qualified, university educated Canadians in a way that disproportionately affects visible minority citizens
- II. Discretionary clauses in the job posters such as “an equivalent combination of education and experience may be considered” are often not appropriately used for visible minority candidates
- III. HR departments are not diverse and are unable to positively relate or evaluate candidates who do not respond, look, or move in the ways that they are familiar with
- IV. Hard credentials of visible minorities are administratively devalued in favour of subjective “right fit” judgements that disproportionately affect visible minority citizens

As you are someone who has been directly involved with the Anti-Racism Data Act, **I am reaching you to learn in what way the Anti-Racism Data Act may help to remove the administrative barriers in the hiring processes that visible minorities face in the public service.** Is the act going to be used to develop greater insight into hiring process outcomes? If you would provide a few words on your understanding of how the Act may be implemented, that would be much appreciated. I look forward to hearing from you on this. Thank you for your time.

Sincerely,

Jay Krishan
Director, PSAEE