

Originally sent via email. March 3, 2021 (reformatted for PDF)

Hello Mr. Krishnan

My apologies for the length of time in getting you a response. Thank you for your letter dated January 27, 2021, in which you inquire about our hiring practices and processes, and specifically how they relate to applicants of colour. Diversity, equity and inclusion is a top priority on the City's 2021 Business Plan. We have commenced a number of initiatives to address this priority including providing unconscious bias training to all staff, a speakers series titled "Understanding Diversity; One Story at a Time", over 40% of our management team is registered to go through the Vancouver Board of Trade's Diversity program over the coming weeks and earlier this year we launched a Request for Information and Qualifications (RFIQ) to bring in a specialist in diversity, equity and inclusion to work with the City on our efforts to address this top priority. These are only a few of the initiatives commenced by the City.

Our organization complies with the provisions of the Human Rights Code of BC and our workplace policies reflect the requirements and objectives of the Code. It is a core value of the City to be consistent with those objectives and the specific prohibition not to discriminate on various identified bases, including colour, race, and place of origin, and 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.

It is our expectation at the City 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 the relevant union.

Diversity, equity and inclusion is not only a core human right but is an important aspect of the City wanting to build a strong diverse community. The City believes developing a strategy that is inclusive will place the City in the best position to attract candidates that make the City a great place to live, learn, work and play.

Take care and stay safe.

Regards,

Renzo