

**From:** "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>

**To:** "Direct to Mayor and Council - DL"

**CC:** "City Manager's Correspondence Group - DL"  
"Pickard, Gail" <Gail.Pickard@vancouver.ca>

**Date:** 10/30/2019 12:46:14 PM

**Subject:** Memo - Organizational Changes to Accelerate the City's Equity and Diversity Efforts

**Attachments:** Memo - Organizational Changes ~ts - 2019.10.30 - signed by SJ.PDF

Good Afternoon Mayor and Council,

Please see the attached memo regarding Organizational Changes to Accelerate the City's Equity and Diversity Efforts. A brief summary is as follows –

- To support the City's work to foster an equitable, diverse, and inclusive community, we are establishing an Equity and Diversity Office that will report directly to the City Manager's Office.
- This will be created by the reallocation of existing resources and also the recruitment of a Director of Equity and Diversity.
- The Equity and Diversity Office will collaborate with other departments across the organization in identifying and realizing opportunities to evolve our workplaces and enhance the programs and services we deliver to the public.

**Note:** all Human Resources staff will be notified by the end of the day today, and the all COV staff communications will start going out mid-day Thursday. Please keep this information confidential until then.

Should you have any questions, please contact me or Paul Mochrie ([Paul.Mochrie@vancouver.ca](mailto:Paul.Mochrie@vancouver.ca)).

Best,  
Sadhu

Sadhu Aufochs Johnston | City Manager  
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Pronouns: he, him, his



*The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh peoples.*

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## MEMORANDUM

October 30, 2019

TO: Mayor and Council

CC: Paul Mochrie, Deputy City Manager  
Lynda Graves, Administration Services Manager, City Manager's Office  
Rena Kendall-Craden, Civic Engagement and Communications Director  
Katrina Leckovic, City Clerk  
Neil Monckton, Chief of Staff, Mayor's Office  
Alvin Singh, Communications Director, Mayor's Office  
Anita Zaenker, Chief of Staff, Mayor's Office

FROM: Sadhu A. Johnston  
City Manager

SUBJECT: Organizational Changes to Accelerate the City's Equity and Diversity Efforts

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The purpose of this memo is to provide Council with an update on our approach to the City's work to foster an equitable, diverse and inclusive community. The City has a long history of providing leadership in this area and has made significant efforts to reflect these fundamental principles in our policies, programs and operations as one of the region's largest employers. That history notwithstanding, we know from Council, residents and our staff that there is a lot more work to do to overcome the many barriers that limit individuals' access to services, job opportunities and full engagement in the processes of local government.

In order to ensure this work receives the necessary sponsorship and focus to deliver tangible results, I am establishing an Equity and Diversity Office that will report directly to the City Manager's Office. The City's existing equity and diversity function, which reports through Human Resources, will be integrated into this Office to build upon our internal expertise and the valuable work already under way. Through a reallocation of existing resources, we will also be commencing recruitment for a new Director of Equity and Diversity to oversee this portfolio.

With this change, the mandate of the Equity and Diversity Office will include the following:

- Leading the development of an organization-wide plan to ensure the City is an employer that actively seeks, welcomes and supports employees that mirror the broad diversity and strength of our community;
- Establishing a set of measures and collecting data to track and communicate our progress in this work;
- Collaborating with ACCS and other departments to implement a policy framework that will embed equity as a core principle and objective for all aspects of our delivery of services to the public.

I am excited about this realignment and believe it will create additional momentum on this agenda, focus our effort and support accountability at the departmental level for action that will make Vancouver a more equitable and inclusive city.

If you have any questions regarding the changes set out above, please do not hesitate to contact me.

A handwritten signature in black ink, appearing to read "Sadhu Aulfochs Johnston". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Sadhu Aulfochs Johnston  
City Manager

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