

File No.: 04-1000-20-2020-305

July 10, 2020

s.22(1)

Dear s.22(1)

Re: **Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")**

I am responding to your request of June 3, 2020 for:

Regarding the June 2, 2020, 3:16 p.m. Tweet by @VanCityClerk about limiting social media activity in support of Blackout Tuesday, all correspondence from the City Clerk's Department, the City Manager's Office, the Mayor's Office and the Civic Engagement and Communications Department regarding:

- 1) Blackout Tuesday, and**
 - 2) The decision to limit social media activity on June 2, 2020.**
- Date range: May 30, 2020 to June 3, 2020**

All responsive records are attached. Some information in the records has been severed, (blacked out), under s.13(1) and s.15(1)(l) of the Act. You can read or download these sections here: http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96165_00

Under section 52 of the Act, and within 30 business days of receipt of this letter, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (#04-1000-20-2020-305); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

[Signature on file]

Barbara J. Van Fraassen, BA
Director, Access to Information & Privacy

Barbara.vanfraassen@vancouver.ca
453 W. 12th Avenue Vancouver BC V5Y 1V4

*If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Or you can call the FOI Case Manager at 604.871.6584.

Encl.

:ag

From: "Kendall-Craden, Rena" <Rena.Kendall-Craden@vancouver.ca>

To: "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>

"Hagiwara, Rosemary" <rosemary.hagiwara@vancouver.ca>

Date: 6/2/2020 2:45:15 PM

Subject: for blackouttuesday

s.13(1)



From: "Patis, Ashton" <Ashton.Patis@vancouver.ca>
To: "Civic Engagement and Communications Management - DL" <s.15(1)(l)>
Date: 6/2/2020 12:13:37 PM
Subject: FW: Blackout Tuesday

Hi everyone,

Just flagging, as you likely already know, we will not be posting on social today. If you have any questions please let me know.

Best,

Ashton

From: Loughlin, Jo
Sent: Tuesday, June 2, 2020 9:42 AM
To: Social Media Group - DL
Subject: Blackout Tuesday

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Hagiwara, Rosemary" <rosemary.hagiwara@vancouver.ca>
To: "Wong, Tamarra" <Tamarra.Wong@vancouver.ca>
"Choi, Rowena" <Rowena.Choi@vancouver.ca>
Date: 6/2/2020 2:41:10 PM
Subject: FW: blackouttuesday - a pause in the action.

Please ensure MDG gets this.

Rosemary Hagiwara
Acting City Clerk
Office of the City Clerk | City of Vancouver
t: 604.873.7177
e: rosemary.hagiwara@vancouver.ca

From: Kendall-Craden, Rena
Sent: Tuesday, June 02, 2020 2:40 PM
To: Hagiwara, Rosemary; Johnston, Sadhu
Cc: Hutchinson, Kira; Patis, Ashton
Subject: blackouttuesday - a pause in the action.

The past days and weeks have, once again, shone a spotlight on the tremendous injustices in our society. We want to take a moment to stand with our employees and communities who are voicing their anguish, anger, and deep frustration. Lets take a moment to pause.

Rena Kendall-Craden | Director- Civic Engagement & Communications
CITY OF VANCOUVER | 453 West 12th Avenue
Vancouver BC V5Y 1V4
T. 604.673.8121 | C. s.15(1)(l) | rena.kendall-craden@vancouver.ca

I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm ([Musqueam](#)), Skwx̱w̱u817_wú7mesh ([Squamish](#)), and səḷwətaʔt / səḷw̓itulh̓ ([Tsleil-Waututh](#)) nations

[Website](#) [VanConnect](#) [Twitter](#) [Facebook](#) [Talk Vancouver](#) [LinkedIn](#) [Instagram](#) 3-1-1



CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Suurkask, Ruth" <Ruth.Suurkask@vancouver.ca>
Date: 6/2/2020 11:08:49 AM
Subject: RE: Blackout Tuesday

Yep, we're still responding to questions and service requests just not posting anything. Best Jo

From: Suurkask, Ruth
Sent: Tuesday, June 2, 2020 11:01 AM
To: Loughlin, Jo
Subject: Re: Blackout Tuesday

I presume it a ok to respond to comments? Cause I just did...

Sent from my iPhone - apologies for typos

On Jun 2, 2020, at 9:42 AM, Loughlin, Jo <jo.loughlin@vancouver.ca> wrote:

\u-257 ?
Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Pickard, Gail" <Gail.Pickard@vancouver.ca>
"Hutchinson, Kira" <Kira.Hutchinson@vancouver.ca>
CC: "Lambert, Ellie" <Ellie.Lambert@vancouver.ca>
"Patis, Ashton" <Ashton.Patis@vancouver.ca>
Date: 6/2/2020 10:53:39 AM
Subject: RE: Blackout Tuesday

Hi Kira,

It was started by the music industry as a way to create space for voices in the black community to be heard and amplified in support of the black lives matter campaign and response to the unrest in the states. Some people are posting a blacked out image and copy but for the COV we're not posting anything currently and just leaving the space for the black community, as there has been some feedback that posting the black squares is still taking up space. Amelia is speaking with the ethno-cultural committee to see if they have any advice.

<https://globalnews.ca/news/7015391/what-is-blackout-tuesday/>

Best
Jo

From: Pickard, Gail
Sent: Tuesday, June 2, 2020 10:43 AM
To: Hutchinson, Kira; Loughlin, Jo
Cc: Lambert, Ellie
Subject: RE: Blackout Tuesday

Sadhu spoke about this quite a bit at the opening of the Connected Leaders call this morning as well. Just FYI.
G.

From: Hutchinson, Kira
Sent: Tuesday, June 02, 2020 10:42 AM
To: Loughlin, Jo
Cc: Pickard, Gail; Lambert, Ellie
Subject: FW: Blackout Tuesday

Hi Jo,

I was not aware of Blackout Tuesday. Can you help me understand more, so we can craft some messages from Sadhu? Even if it is just a short one about solidarity and how the City is not issuing anything on social? (this we will share via email I presume).

Thanks,
Kira

From: Kendall-Craden, Rena
Sent: Tuesday, June 2, 2020 10:40 AM
To: Hutchinson, Kira
Subject: RE: Blackout Tuesday

Please link in with Jo.

From: Hutchinson, Kira
Sent: Tuesday, June 02, 2020 10:39 AM
To: Kendall-Craden, Rena
Subject: RE: Blackout Tuesday

Oh no, Rena, this is the first I heard of Blackout Tuesday and have nothing prepared.

I can work to get some lines together.

Kira

From: Kendall-Craden, Rena
Sent: Tuesday, June 2, 2020 10:15 AM
To: Hutchinson, Kira
Subject: Fwd: Blackout Tuesday

Do we have a message for Sadhu? He just mentioned unrest and protests in other cities. Thanks

Rena Kendall-Craden
City of Vancouver
Sent from my iPhone

Begin forwarded message:

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
Date: June 2, 2020 at 9:42:17 AM PDT
To: Social Media Group - DL <s.15(1)(l)>
Subject: Blackout Tuesday

\u-257 ?
Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Hughes, Fiona" <Fiona.Hughes@vancouver.ca>
Date: 6/2/2020 10:46:07 AM
Subject: RE: Blackout Tuesday

Oh sorry Fiona, I read your email quickly and missed what you were asking!!

From: Hughes, Fiona
Sent: Tuesday, June 2, 2020 10:08 AM
To: Loughlin, Jo
Subject: RE: Blackout Tuesday

It would be IMPRESSIVE if the City did it but I doubt that would happen. Was just curious for my own personal accounts. But I found the info.

Thanks Jo!

From: Loughlin, Jo
Sent: Tuesday, June 2, 2020 10:00 AM
To: Hughes, Fiona
Subject: RE: Blackout Tuesday

I would love to however when I tried to do this before for pride it took a month and never got signed off so not sure we'll be able to make it happen today but I'll reach out to the ethno-cultural committee and see if we can!

From: Hughes, Fiona
Sent: Tuesday, June 2, 2020 9:49 AM
To: Loughlin, Jo
Subject: RE: Blackout Tuesday

Is there an image we can change in our profiles e.g is it just a black circle?

From: Loughlin, Jo
Sent: Tuesday, June 2, 2020 9:42 AM
To: Social Media Group - DL
Subject: Blackout Tuesday

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Gormick, Jonathan" <Jonathan.Gormick@vancouver.ca>
Date: 6/2/2020 10:03:22 AM
Subject: RE: Blackout Tuesday

Yeah I think we're leaning towards not posting anything but I'm waiting to hear back from the ethno-cultural committee to get their thoughts, so if I hear anything I'll keep you in the loop. Hope you're well too! Best Jo

From: Gormick, Jonathan
Sent: Tuesday, June 2, 2020 9:57 AM
To: Loughlin, Jo
Subject: Re: Blackout Tuesday

Makes sense! I read up on it too, but wanted to confirm the official City direction. Sounds like nothing is the preferred way to go.

Thanks! Hope you're well.

JG

Jonathan Gormick
Capt.- PIO | Special Projects
Vancouver Fire Rescue Services
s.15(1)(l) @vanfirerescue
Incident info: 604-654-0929

On Jun 2, 2020, at 9:48 AM, Loughlin, Jo <Jo.Loughlin@vancouver.ca> wrote:

\u-257 ?

If you'd like to post a blacked out square and then not post for the rest of the day that would be appropriate or if you'd prefer to just not post at all, that's fine too. If you do post the blacked out square just review the wording of the caption to ensure it's in line with the intent of today. Hope this makes sense. Best Jo

From: Gormick, Jonathan
Sent: Tuesday, June 2, 2020 9:43 AM
To: Loughlin, Jo
Subject: RE: Blackout Tuesday

Hey Jo!

Is the premise social media silence, or is there a blacked out post that's appropriate?

JG

From: Loughlin, Jo
Sent: June 02, 2020 09:42
To: Social Media Group - DL
Subject: Blackout Tuesday

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Fraser, Scott" <scott.fraser@vpl.ca>
CC: "Kerr, Mairin" <Mairin.Kerr@vpl.ca>
Date: 6/2/2020 10:02:09 AM
Subject: RE: Blackout Tuesday

Hi Scott,

At the moment we plan to not post anything on any of our main channels and most department/project channels are taking that approach. We will still be responding to 3-1-1 service requests via replies. I am waiting to hear back from our ethno-cultural committee if they think it's best to post the blacked out graphic or not, as it shows support but also takes up space.

Best
Jo

From: Scott Fraser [mailto:Scott.Fraser@vpl.ca]
Sent: Tuesday, June 2, 2020 9:54 AM
To: Loughlin, Jo
Cc: Kerr, Mairin
Subject: RE: Blackout Tuesday

Hi Jo,
Can you give me some more details with regards to what exactly the City is doing with your accounts today?

Regards,
Scott
Scott Fraser
Manager, Marketing & Communications
Vancouver Public Library
Email: scott.fraser@vpl.ca
Tel: 604-331-3895

From: Loughlin, Jo [mailto:Jo.Loughlin@vancouver.ca]
Sent: June 2, 2020 9:42 AM
To: Social Media Group - DL <s.15(1)(l)>
Subject: Blackout Tuesday

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Huang, Amelia" <Amelia.Huang@vancouver.ca>
Date: 6/2/2020 9:55:51 AM
Subject: RE: Blackout Tuesday

Hey Amelia, I'm just looking into this now (I was off yesterday). I have said people who manage their our city accounts can go either way, as for the main city accounts, I'm leaning towards not posting anything, as it can be counterproductive to fill peoples feeds and we had that misstep at the weekend so it might be seen as not authentic, but very happy to hear from the ethno-cultural committee or the advisory groups on this if we're able to reach out?

From: Huang, Amelia
Sent: Tuesday, June 2, 2020 9:52 AM
To: Loughlin, Jo
Subject: RE: Blackout Tuesday

Morning Jo, glad we're doing this! Thanks!

Curious - Are we going to mention our blackout on our accounts? Or would that be considered ~~posting~~ and bit counter-productive?

Amelia

From: Loughlin, Jo
Sent: June 2, 2020 9:42 AM
To: Social Media Group - DL
Subject: Blackout Tuesday

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Lambert, Ellie" <Ellie.Lambert@vancouver.ca>
"Hutchinson, Kira" <Kira.Hutchinson@vancouver.ca>
CC: "Patis, Ashton" <Ashton.Patis@vancouver.ca>
Date: 6/2/2020 11:49:04 AM
Subject: RE: Blackout Tuesday

For sure, this would be in response and not to be posted. Best Jo

From: Lambert, Ellie
Sent: Tuesday, June 2, 2020 11:48 AM
To: Loughlin, Jo; Hutchinson, Kira
Cc: Patis, Ashton
Subject: RE: Blackout Tuesday

Thanks, to confirm this would not be to post on social, it would be to notify staff.
I feel as if it would be better to mention retrospectively in Sadhu's Friday email. I agree that we do not have enough to do a whole message from Sadhu just on this.
Ellie

Ellie Lambert
Communications Manager (Arts, Culture and Community Services)

Office: 604-873-7626
Cell: s.15(1)(l)

ellie.lambert@vancouver.ca

From: Loughlin, Jo
Sent: Tuesday, June 02, 2020 11:46 AM
To: Lambert, Ellie; Hutchinson, Kira
Cc: Patis, Ashton
Subject: RE: Blackout Tuesday

Thanks Ellie. I don't think we want to be pushing too much about this as we don't have a bunch of actions or resources to support. A general line would be "The City will not be posting on social media today in support of #BlackoutTuesday."

From: Lambert, Ellie
Sent: Tuesday, June 2, 2020 11:40 AM
To: Hutchinson, Kira
Cc: Loughlin, Jo; Patis, Ashton
Subject: RE: Blackout Tuesday

OK, I'll pass this over to Jo and Ashton as it's more an operations decision rather than an anti-racism policy one so is more in their bucket.
Thanks

Ellie Lambert
Communications Manager (Arts, Culture and Community Services)

Office: 604-873-7626
Cell: s.15(1)(l)

ellie.lambert@vancouver.ca

From: Hutchinson, Kira
Sent: Tuesday, June 02, 2020 11:21 AM
To: Lambert, Ellie

Subject: RE: Blackout Tuesday

Okay thanks, was getting requests from Rena as Sadhu was talking about it at connected leaders.

I think they do want a message, even if it is just "we are stopping our social media for the day in solidarity..." messaging.

I am in back to back meetings and was not prepared for this, sorry!

From: Lambert, Ellie
Sent: Tuesday, June 2, 2020 11:18 AM
To: Hutchinson, Kira
Subject: RE: Blackout Tuesday

I don't think it is worth mentioning internally as we currently don't have a list of approved organizations whose content we'd support sharing etc.

If we could pull that list together then it might be worth doing but I think we're at risk of trying to pull something highly sensitive together at short notice and not hitting the mark.

E

Ellie Lambert
Communications Manager (Arts, Culture and Community Services)

Office: 604-873-7626
Cell: s.15(1)(l)

ellie.lambert@vancouver.ca

From: Hutchinson, Kira
Sent: Tuesday, June 02, 2020 10:54 AM
To: Lambert, Ellie
Subject: FW: Blackout Tuesday

Hi – should we chat about this? Sorry, I know you are busy.

K

From: Kendall-Craden, Rena
Sent: Tuesday, June 2, 2020 10:53 AM
To: Hutchinson, Kira
Subject: RE: Blackout Tuesday

Wilma Clark is your contact in ACCS.

From: Hutchinson, Kira
Sent: Tuesday, June 02, 2020 10:39 AM
To: Kendall-Craden, Rena
Subject: RE: Blackout Tuesday

Oh no, Rena, this is the first I heard of Blackout Tuesday and have nothing prepared.

I can work to get some lines together.

Kira

From: Kendall-Craden, Rena
Sent: Tuesday, June 2, 2020 10:15 AM
To: Hutchinson, Kira
Subject: Fwd: Blackout Tuesday

Do we have a message for Sadhu? He just mentioned unrest and protests in other cities. Thanks

Rena Kendall-Craden
City of Vancouver
Sent from my iPhone

Begin forwarded message:

From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
Date: June 2, 2020 at 9:42:17 AM PDT
To: Social Media Group - DL <s.15(1)(l)>
Subject: Blackout Tuesday

\u-257 ?

Hi everyone,

It's blackout Tuesday (in support of black lives matter) on social media so please review and reschedule any content you have for today on city accounts you manage.

Any questions let me know.

Best
Jo

From: "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>
To: "Singh, Sandra" <Sandra.Singh@vancouver.ca>
CC: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
"Kendall-Craden, Rena" <Rena.Kendall-Craden@vancouver.ca>

Date: 6/2/2020 3:15:45 PM

Subject: RE: For review and approval all-staff email -Support for #BlackoutTuesday

Can you add rena?

s.

Sadhu Aufochs Johnston | City Manager
City of Vancouver | 453 W 12th Avenue
Vancouver | BC V5Y 1V4
604.873.7627 | Sadhu.johnston@vancouver.ca
Twitter: sadhuajohnston



From: Singh, Sandra
Sent: Tuesday, June 02, 2020 3:06 PM
To: Johnston, Sadhu
Cc: Mochrie, Paul; Kendall-Craden, Rena
Subject: Re: For review and approval all-staff email -Support for #BlackoutTuesday

Hi Sadhu - I think this looks good. Staff will appreciate it.

You could also link back to the statement about anti-Black racism that you posted to Citywire last November I think it was. It was a very strong statement as well and staff could be reminded of it.

S

Sent from my iPhone

On Jun 2, 2020, at 3:01 PM, Johnston, Sadhu <Sadhu.Johnston@vancouver.ca> wrote:

Hi

Can the two of you take a quick look at this and provide any input?

Thanks

Sadhu

Sadhu Aufochs Johnston | City Manager
City of Vancouver | 453 W 12th Avenue
Vancouver | BC V5Y 1V4
604.873.7627 | Sadhu.johnston@vancouver.ca
Twitter: sadhuajohnston

From: Kendall-Craden, Rena
Sent: Tuesday, June 02, 2020 3:01 PM

To: Johnston, Sadhu

Cc: Jong, Teresa

Subject: FW: For review and approval all-staff email -Support for #BlackoutTuesday

Hello Sadhu: Here is a draft for your review of the Support for BlackoutTuesday. Thanks. RKC

s.13(1)



From: "Loughlin, Jo" <Jo.Loughlin@vancouver.ca>
To: "Hagiwara, Rosemary" <rosemary.hagiwara@vancouver.ca>
"Patis, Ashton" <Ashton.Patis@vancouver.ca>
"CC Meeting Coordinators - DL" <s.15(1)(l)>
CC: "Lambert, Ellie" <Ellie.Lambert@vancouver.ca>
Date: 6/2/2020 2:55:05 PM
Subject: RE: Social media today

Here's the suggested messaging, let me know if this works for you and you're to post it?

#VanCityCouncil Standing Committee on Policy and Strategic Priorities meeting is underway. You can watch live here:
<https://csg001-harmony.sliq.net/00317/Harmony/en/PowerBrowser/PowerBrowserV2/20200602/-1/14535>

Reply tweet:

We won't be live tweeting as we're limiting our social activity in support of blackout Tuesday, you can submit questions and comments here: <https://vancouver.ca/your-government/contact-council.aspx>

From: Hagiwara, Rosemary
Sent: Tuesday, June 2, 2020 2:39 PM
To: Loughlin, Jo; Patis, Ashton; CC Meeting Coordinators - DL
Cc: Lambert, Ellie
Subject: RE: Social media today

Tamarra will connect with Jo to get text that we will post. We will simply tell the public to follow the livestream along with the text from Comms.

Please remove references in the Chair's script about following our tweets.

Rosemary Hagiwara
Acting City Clerk
Office of the City Clerk | City of Vancouver
t: 604.873.7177
e: rosemary.hagiwara@vancouver.ca

From: Loughlin, Jo
Sent: Tuesday, June 02, 2020 2:36 PM
To: Hagiwara, Rosemary; Patis, Ashton; CC Meeting Coordinators - DL
Cc: Lambert, Ellie
Subject: RE: Social media today

Blackout Tuesday is a day on social media to support the black lives matter events happening in the states, by not posting today, it's allowing space for voices in the black community to be amplified. The city is not posting any social content today for that reason. <https://globalnews.ca/news/7015391/what-is-blackout-tuesday/>

However, given the council meeting is public and accessibility needs to be taken into account, we understand that clerks might need to tweet some of the meeting.

I'm happy to chat through this with you.

Best
Jo

From: Hagiwara, Rosemary
Sent: Tuesday, June 2, 2020 2:31 PM
To: Patis, Ashton; CC Meeting Coordinators - DL
Cc: Loughlin, Jo; Lambert, Ellie

Subject: RE: Social media today

What do you mean by Blackout Tuesday? No tweets going out?

Rosemary Hagiwara
Acting City Clerk
Office of the City Clerk | City of Vancouver
t: 604.873.7177
e: rosemary.hagiwara@vancouver.ca

From: Patis, Ashton
Sent: Tuesday, June 02, 2020 2:27 PM
To: CC Meeting Coordinators - DL
Cc: Loughlin, Jo; Lambert, Ellie
Subject: Social media today
Importance: High

Hi there,

Are you planning on tweeting from the meeting today? We have suspended our social activity as a result of Blackout Tuesday. Wanted to flag that for you. We'd be happy to work with you on some messaging as you may get some pushback, but recognize it's a public meeting and accessibility is important.

Let me know what your thoughts are.

Thanks,

Ashton Patis | Communications Manager - Media and Issues
Civic Engagement and Communications | City of Vancouver
ashton.patis@vancouver.ca
Office: 604-871-6899
Cell: 604-346-5986

From: "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>
To: "All Staff (COV) - DL" <s.15(1)(l)>
Date: 6/2/2020 3:52:14 PM
Subject: Support for #BlackoutTuesday

Greetings Colleagues,

I would like to take the time to share that today is #BlackoutTuesday. This is an acknowledgement started by people in the music industry, in response to the killings of George Floyd, Ahmaud Arbery, and Breonna Taylor in the United States, as a way to create space for voices in the black community to be heard and amplified, not only for black artists in the industry, but also in support of Black Lives Matter. As part of this, we are standing down our social media posts today and honouring #BlackoutTuesday as part of our commitment to black, Indigenous and people of colour.

Last week I shared a message about anti-racism in [my all-staff email](#) update. I want to remind everyone that as every day we are seeing instances of racism locally and elsewhere, we need to demonstrate that we are allied with Indigenous people, Black people and people of colour in countering racism and hate, by reinforcing that there is no place for racism here and everyone is entitled to feel safe and welcome in Vancouver, and by taking meaningful action.

I want to recognize that many of our staff live with these realities on a daily basis. Historically, governments like the City of Vancouver have been part of the problem and contributed to systemic racism. And as we are all seeing in the media, many people, including our staff, are living with this every day. This is something that CLT and I are trying to address for the City to change to do better, not just for us as an organization, but for the City as a whole. There is some very valuable work underway with our draft Equity Framework, and I look forward to sharing more actions the City will take, and what we can all do to improve, soon. I will keep you posted.

Best,
Sadhu

Sadhu Aufochs Johnston | City Manager
Office of the City Manager | City of Vancouver
604.873.7627 | sadhu.johnston@vancouver.ca

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.