

From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
To: "Direct to Mayor and Council - DL"
Date: 12/4/2023 9:01:10 AM
Subject: Welcoming Chief Equity Officer Susanna Tam (December 4, 2023)

Dear Mayor and Council,

I am very pleased to share that we have appointed Susanna Tam (she/her) as the City's new Chief Equity Officer. In this role, Susanna will lead our Equity Office reporting directly to the City Manager's Office. Susanna will start with the City on January 8, 2024.

Susanna joins the City from her role as the first regional director for equity, diversity and inclusion at Vancouver Coastal Health Authority, where she expanded the organization's equity team and led strategy development. Susanna will continue her predecessor Aftab Erfan's work for institutional and culture change that enables us to attract, welcome and fully support staff who represent the diversity of the communities we serve.

I am excited to have Susanna join our team and serve as a catalyst, leader, collaborator, convener, and educator across the City's business units, supporting the City in building policies, tools, and practices to maintain the City's commitment to equity. Please join me in welcoming her.

I would like to also share the City will be issuing the below news release today, December 4, with respect to Susanna's appointment. Please keep this news embargoed until it goes live later this morning.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
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The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations.

City of Vancouver
News Release
December 4, 2023

City of Vancouver Appoints New Chief Equity Officer

The City of Vancouver welcomes Susanna Tam (she/her) as its newly appointed chief equity officer, reaffirming the City's ongoing commitment to reconciliation, diversity, equity and inclusion.

"It is with great pleasure that I welcome Susanna Tam as our new chief equity officer. Susanna's wealth of experience and steadfast dedication to advancing reconciliation, equity and inclusion make her an invaluable addition to our team," says City Manager Paul Mochrie. "Susanna will play a crucial role in advancing our ongoing efforts to build an inclusive Vancouver, one that is empathetic and responsive to the needs of underrepresented and marginalized groups."

Tam brings a range of experience to the chief equity officer role. Trained as a lawyer, she led a number of community programs and organizations focused on issues of HIV/AIDS, environmental law, and family violence. She also brings over 15 years of experience leading innovative strategies and initiatives that advance equity and

promote belonging, including as the director of inclusion for a national law firm, and as the equity policy lawyer for the legal profession's provincial regulator. She joins the City of Vancouver from her role as the first regional director for equity, diversity and inclusion at Vancouver Coastal Health Authority, where she expanded the organization's equity team and led strategy development.

Tam has spent her entire career lowering barriers and creating equitable opportunities for underrepresented groups and communities and sees this role as a chance to improve the experiences of residents and staff. She is excited to build on the strong foundation created by her predecessor and continue to support staff and leaders in promoting equitable and inclusive practices.

"I'm excited to lead the Equity Office and continue the work of building capacity and supporting inclusive communities," says Susanna Tam. "In my ideal world, everyone would feel like they belong here in Vancouver, feel seen and heard, and respected for their contributions. This work is long-term, requiring commitment, perseverance and resilience, and most importantly, it demands learning and compassion. I'm dedicated to doing whatever I can to move it forward."

In her role as Chief Equity Officer, Tam will lead the implementation of the City's Equity Framework, acting as a central resource to all City of Vancouver departments, services, and programs. The Equity Office, under Tam's leadership, will serve as a catalyst, leader, collaborator, convener, and educator across the City's business units, supporting them in building policies, tools, and practices to maintain the City's commitment to equity.

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Note to Editors: Susanna Tam photo attached

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