

File No.: 04-1000-20-2023-315

June 28, 2023

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 May 18, 2023 under the ***Freedom of Information and Protection of Privacy Act*** for:

Records relating to the employment hiring process for individuals self-identifying as Indigenous Persons and/or members of Metis Nation BC (MNBC), specifically:

- 1. City targets or quotas;**
 - 2. Actual statistics of MNBC employment applications; and**
 - 3. How many applicants were actually hired by the City.**
- Date range: January 1, 2022 to May 22, 2023.**

Please note, Recruitment Office staff in Human Resources provided the following in response to your request:

1. At this time the City does not have specific targets or quotas regarding the hiring of Indigenous Persons. The City has recently hired an Indigenous Recruiter who will focus on Indigenous centred roles and will also support Indigenous applicants in navigating the application and hiring process, with the goal of increasing the number of Indigenous employees at the City. In addition, the City has created an UNDRIP strategy which will guide the creation of an overarching Indigenous recruitment strategy.
2. Number of MNBC employment applications: 1,487
3. Number of applicants hired by the City: 65 (4.4% of applicants hired)

To provide further context, the number of non-MNBC applicants was 84,622 and the number of non-MNBC hires was 3,628 (4.3% of applicants hired).

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 (#04-1000-20-2023-315); 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,

Kevin Tuerlings, FOI Case Manager, for

[Signed by Kevin Tuerlings]

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If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Alternatively, you can call the FOI Case Manager at 604-871-6584.

Encl. (Response Package)

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