

Liu, Ange FIN:EX

From: Whittier, Joanne GCPE:EX
Sent: February 1, 2020 11:08 AM
To: Liu, Ange FIN:EX; Spilker, Robyn FIN:EX
Cc: Leslie, Lisa GCPE:EX; Grieve, Chandler GCPE:EX; Stewart, Melanie FIN:EX
Subject: Flagging Van Sun story pay equity

Follow Up Flag: Follow up
Flag Status: Flagged

Morning ... just flagging this one from the clips with quote from PS Dean. Quite in depth and I think the quote is balanced within the context of the article. Still underscores there is a big gap that exists. Jo

Where are the Women?

Vancouver Sun

Saturday, February 01, 2020

Page A10

By Lori Culbert and Nathan Griffiths3

Copyright

Page 02 of 33 to/à Page 05 of 33

Withheld pursuant to/removed as

Copyright

Liu, Ange FIN:EX

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 4:11 PM
To: Liu, Ange FIN:EX
Subject: KM Doc!
Attachments: IN_FIN GEO_Pay Equity_Jan. 15_2019.doc

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 3:54 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>
Subject: RE: Draft quote for the Van Sun media inquiry re: Public Sector Pay Equity

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 3:47 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>
Subject: Draft quote for the Van Sun media inquiry re: Public Sector Pay Equity

Here is the suggested quote:

s.13

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 12:57 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>
Subject: RE: Additional question from the Van Sun media inquiry re: Public Sector Pay Equity

Hi there ... thinking it is better to offer an additional quote as we couldn't attribute the PSA's input to the GEO.

Here is a draft for consideration:

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 12:40 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>
Subject: Additional question from the Van Sun media inquiry re: Public Sector Pay Equity

Hi there Ange: the reporter is asking if she can attribute the information below or get an actual quote in addition to having the information as background. I can suggest that the reporter attribute the information to the Ministry of Finance, Gender Equity Office or would you like me to draft up a quote for PS Dean?

From: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>

Sent: January 28, 2020 12:06 PM

To: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: RE: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi Jo,

Thanks for these lines – looks good! Please see below for the final notes with some light edits:

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.
- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.

- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.

Cheers,
Angela

From: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>

Sent: January 28, 2020 11:28 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi there Ange: thank for your feedback on the proposed response. I've tried to make the answers to the first question a bit more specific by pulling from the PSA's diversity and inclusion plan. I'll need to run this by the PSA again but does this work on your end?

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.

- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.

From: Whittier, Joanne GCPE:EX

Sent: January 28, 2020 8:55 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Morning ... the Van Sun is looking for response on pay equity for public sector salaries and the private members bill introduced last year by MLA Cadieux. Reporter is interested in an interview but background information is fine too. Recommend I send the response points below on background. The PSA has provided the first three bullets that address the first question (fyi).

Reporter

Lori Culbert, Reporter

Vancouver Sun

lculbert@postmedia.com

604-605-2018 c: 604-816-4059

Deadline Tuesday, January 28, 2020 11:30 AM

Request

Reporter's request:

My questions are for a series of stories on the newspaper's most recent version of the Public Sector Salaries database. This year we paid to analyze the data by gender. The results show that women hold more than 50% of public sector jobs, but are vastly under-represented in higher pay brackets. This was true right across the public sector, but also within the smaller group employed by the provincial government.

My questions are:

1. Why are there still far more men holding the highest-paid positions in the public sector? Isn't this the type of disparity that government should be trying to address? Note: reporter indicated that she is reaching out to other public sector organizations such as school boards directly.
2. Six provinces (Man, NB, NS, PEI, ON, PQ) have pay-equity legislation, but BC is one of the four without this type of legislation. Is the government considering any type of new policy that would address/encourage equal pay for women, either in just the public sector and/or the private sector too?
3. Liberal MLA Stephanie Cadieux introduced the Equal Pay Reporting Act last March. Has the NDP government considered supporting this opposition member's bill?

Recommended response:

- The BC Public Service, which is responsible for core government, is committed to recruit and develop a well qualified and efficient public service that is representative of the diversity of the people of British Columbia.
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- In the BC Public Service, the distribution of females to males within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is only slightly weighted towards males. Of the total population of executives, 52% (86) are males and 48% (80) are females.
 - For Deputy Minister roles, 37% are female and 63% are male.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507).

- With respect to MLA Cadieux’s pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn’t help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That’s why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.’s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.’s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.

Liu, Ange FIN:EX

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 12:13 PM
To: Liu, Ange FIN:EX; Spilker, Robyn FIN:EX
Cc: Leslie, Lisa GCPE:EX; Youngs, Kirsten R GCPE:EX; Grieve, Chandler GCPE:EX; Stewart, Melanie FIN:EX
Subject: RE: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Thank you!

From: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>
Sent: January 28, 2020 12:06 PM
To: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>
Subject: RE: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi Jo,

Thanks for these lines – looks good! Please see below for the final notes with some light edits:

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.
- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.

- Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family — this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women — especially single mothers and single senior women — who are disproportionately impacted by poverty and low income.

Cheers,
Angela

From: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>

Sent: January 28, 2020 11:28 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi there Ange: thank for your feedback on the proposed response. I've tried to make the answers to the first question a bit more specific by pulling from the PSA's diversity and inclusion plan. I'll need to run this by the PSA again but does this work on your end?

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.
- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.

From: Whittier, Joanne GCPE:EX

Sent: January 28, 2020 8:55 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Morning ... the Van Sun is looking for response on pay equity for public sector salaries and the private members bill introduced last year by MLA Cadieux. Reporter is interested in an interview but background information is fine too. Recommend I send the response points below on background. The PSA has provided the first three bullets that address the first question (fyi).

Reporter

Lori Culbert, Reporter

Vancouver Sun

lculbert@postmedia.com

604-605-2018 c: 604-816-4059

Deadline Tuesday, January 28, 2020 11:30 AM

Request

Reporter's request:

My questions are for a series of stories on the newspaper's most recent version of the Public Sector Salaries database. This year we paid to analyze the data by gender. The results show that women hold more than 50% of public sector jobs, but are vastly under-represented in higher pay brackets. This was true right across the public sector, but also within the smaller group employed by the provincial government.

My questions are:

1. Why are there still far more men holding the highest-paid positions in the public sector? Isn't this the type of disparity that government should be trying to address? Note: reporter indicated that she is reaching out to other public sector organizations such as school boards directly.
2. Six provinces (Man, NB, NS, PEI, ON, PQ) have pay-equity legislation, but BC is one of the four without this type of legislation. Is the government considering any type of new policy that would address/encourage equal pay for women, either in just the public sector and/or the private sector too?
3. Liberal MLA Stephanie Cadieux introduced the Equal Pay Reporting Act last March. Has the NDP government considered supporting this opposition member's bill?

Recommended response:

- The BC Public Service, which is responsible for core government, is committed to recruit and develop a well qualified and efficient public service that is representative of the diversity of the people of British Columbia.

- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- In the BC Public Service, the distribution of females to males within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is only slightly weighted towards males. Of the total population of executives, 52% (86) are males and 48% (80) are females.
 - For Deputy Minister roles, 37% are female and 63% are male.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507).
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family — this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women — especially single mothers and single senior women — who are disproportionately impacted by poverty and low income.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.

Liu, Ange FIN:EX

From: Whittier, Joanne GCPE:EX
Sent: January 30, 2020 8:36 AM
To: Stewart, Melanie FIN:EX; Liu, Ange FIN:EX
Cc: Leslie, Lisa GCPE:EX
Subject: Flagging ... Van Sun (Sunshine)Employee List is Live

Morning! I'll tweak up our IN on pay equity with the starts provided by the PSA so we have these handy.

Sent from my iPhone

Begin forwarded message:

From: "Grieve, Chandler GCPE:EX" <Chandler.Grieve@gov.bc.ca>
Date: January 30, 2020 at 8:17:11 AM PST
To: "Leslie, Lisa GCPE:EX" <Lisa.Leslie@gov.bc.ca>
Cc: "Youngs, Kirsten R GCPE:EX" <Kirsten.Youngs@gov.bc.ca>, "Foster, Doug FIN:EX" <Doug.Foster@gov.bc.ca>, "Whittier, Joanne GCPE:EX" <Joanne.Whittier@gov.bc.ca>
Subject: Van Sun (Sunshine)Employee List is Live

Hey there,

I know we worked on this last month so I thought I would flag it for you all.

The list of public sector salaries are out.

<https://vancouver.sun.com/news/local-news/b-c-public-sector-salaries-database-10th-edition>.

Looks like the Sun is focusing on Gender imbalance at many provincial agencies and crowns.

From the editor on twitter.

"In the days ahead, our series will examine the major gender imbalance at the top of the pay scale in many provincial agencies, city halls and universities."

Jo – it may be good to start working on some messaging around this but I'm sure you have some KM's on this issue already.

No surprise – 9 of the top 10 earners are from BCI.

Cheers,

Chandler

Chandler Grieve

Senior Public Affairs Officer/Media Relations | Ministry of Finance
Government Communications & Public Engagement
C: 250-883-2237 W: 778-974-3341

Lund, Rose FIN:EX

From: Leslie, Lisa GCPE:EX
Sent: January 30, 2020 9:23 AM
To: Spilker, Robyn FIN:EX; Lawson, Liam FIN:EX; Thomson, Krystal FIN:EX; Smith, Jimmy GCPE:EX
Cc: Youngs, Kirsten R GCPE:EX; Grieve, Chandler GCPE:EX; Wanamaker, Lori FIN:EX; Foster, Doug FIN:EX
Subject: Van Sun - public sector salaries
Attachments: IN_Exec Wages_Dec 2019_Draft.docx; IN_BCI Wages_Dec 2019_FINAL.docx; IN_FIN GEO_Pay Equity_Jan. 15_2019.doc

Good morning,

I am sure you have seen this from the Sun this morning – the sunshine list we have been waiting for.
<https://vancouver.sun.com/news/local-news/b-c-public-sector-salaries-database-10th-edition>

The story indicates that they will start a six part series on Saturday, Feb. 1., with some focus on:

- A major gender imbalance at most of the largest municipalities in Metro Vancouver. Four out of every five city hall workers who make more than \$75,000 a year are men.
- Only 16 of the 100 highest-paid university employees are women, and UBC has the lion's share of top-earning academics.
- Within the provincial government, only six of the top 25 highest-paid employees are women.
- The highest paid public sector worker is the CEO of the B.C. Investment Management Corporation, who makes \$3 million. There are 48 people who make more than a half-million dollars a year on the public purse.
- There are nearly 3,800 public sector employees who make more than Premier John Horgan, who pocketed \$172,000 in 2018, according to the data provided to The Sun.
- B.C. Hydro pays 100 people more than \$200,000 a year, in addition to the 40 people who make at least \$200,000 at its subsidiary Powerex.

Relevant INs attached and we'll refine as needed.

Lisa Leslie
Communications Director
Ministry of Finance
250-213-7724

ADVICE TO MINISTER

CONFIDENTIAL
GCPE-FIN ISSUE NOTE

Ministry of Finance
Date: December 11, 2019

Minister Responsible: Carole James

Compensation for public sector staff

RECOMMENDED RESPONSE:

- **Public service executives lead in the innovation and delivery of services that support our communities in every corner of the province as our government delivers historic investments in housing, child care, and infrastructure.**
- **Compensation levels for deputy ministers and associate deputy ministers align with the current compensation framework in public sector.**
- **These compensation decisions reflect the challenges of attracting and retaining skilled administrators.**
- **They also reflect the responsibilities that come with leading a public service that is making life more affordable, improving services and helping to build a strong, sustainable economy for the people of this province.**

BACKGROUND:

The Vancouver Sun has asked ministries across government to release the names and salaries for employees making more than \$75,000 a year. This is part of the ongoing database Postmedia publishes to track public sector salaries, often referred to as the “Sunshine list.”

The database was last updated in 2014/15.

Communications Contact: Chandler 250-883-2237

Grieve

Program Area Contact:

File Created: Dec 11, 2019

File Updated:

Program Area	Comm. Director	Deputy	Minister's Office
T.R.	K.Y.	T.R.	

ADVICE TO MINISTER

<p>CONFIDENTIAL GCPE-FIN ISSUE NOTE</p> <p>Ministry of Finance Date: December 11, 2019 Minister Responsible: Carole James</p>	<p>Compensation for BCI employees</p>
---	--

RECOMMENDED RESPONSE:

- Our government is committed to making sure every dollar being spent by government is going towards helping people.
- First off, it's important to clarify that BCI does not receive a single dollar of public funding assistance from government. As a result, the provincial government has no role in determining compensation rates for BCI executive and employee salaries.
- Having said that, these are indeed high salaries and I can understand people wanting to know the rationale for that.
- The investment world is very competitive and complex, requiring a unique and highly specialized skill set. These expert investment management personnel are in demand and their services are highly sought after.
- BCI serves an important role by managing the pensions on behalf of more than half-a-million public servants, including police officers; firefighters; provincial and municipal government employees; teachers; post-secondary staff; and nurses and other health care personnel.
- Keeping BCI compensation competitive and comparable to industry standards helps ensure these public sector pensions are in good hands and will be there for British Columbians when they retire.
- Many of the executive salaries at BCI are comparable to, if not below, executive salaries for similar investment management services in Alberta, Ontario and Quebec.
- Once again, to avoid potential or perceived conflicts, BCI operates commercially and independent of government. Its operational model does not require any third-party or public dollar subsidies for providing its expert services.
- BCI's job is to help ensure that public sector pension and other funds it holds remain protected and are invested wisely.

ADVICE TO MINISTER

IF ASKED: WHY ARE THESE SALARIES NOT CAPPED? IS THERE NOT A MODEL FOR SALARIES AS IDENTIFIED UNDER THE PUBLIC SECTOR EMPLOYERS ACT?

- BCI is not governed by the Province – it is governed by representatives of the clients it serves, such as the various independent public sector pension plan boards.
- BCI is not covered by the Public Sector Employers Act and therefore does not come under the provincial compensation mandate.
- BCI is intentionally not included under the Act so as to maintain BCI's independence from government and avoid any conflicts of interest in both BCI and government decisions.
- BCI's independence helps ensure that it continues to have the resources and expertise required to deliver effective specialized investment management services at a time when finding good investment returns is difficult in today's environment.

IF ASKED: THIS COMPANY MANAGES YOUR PENSION – ALONG WITH THOUSANDS OF OTHER PUBLIC SECTOR PENSIONS THAT HAVE BEEN FUNDED BY TAXPAYER DOLLARS? WHY AREN'T THEY REGULATED?

- Again, BCI receives and invests funds on behalf of its clients, including public sector pension plans, government and other public sector organizations and third-party sources.
- BCI manages pension portfolios for hundreds of thousands of British Columbians, including teachers and employees in the provincial and local government, post-secondary, healthcare, social service police and firefighter sectors.

s.13

- More than half a million of these hardworking British Columbians are counting on their pensions to be there for them when they retire. Keeping salaries competitive and comparable to industry standards helps ensure these pensions are protected and wisely invested for the people of B.C.

ADVICE TO MINISTER

BACKGROUND:

The Vancouver Sun has issued an FOI request under FIPPA to collect the names and salaries for all employees working at the British Columbia Investment Management Corporation (BCI) who made over \$75, 000 in compensation during the 2018 calendar year. The request is part of a future article that will outline salaries across the public sector.

The response to the request will show seven BCI employees have salaries exceeding \$1 million dollars and a total of 31 employees have salaries of more than \$500, 000 a year. A total of 363 names, including 355 BC employees and eight board directors will be given to the media outlet as part of the FOI request.

The response will also show the CEO of BCI makes \$2.95 million for the 2018 fiscal year.

s.13; s.17

BCI works independently from government and does not receive any government funding assistance. This structure is set up to avoid any perceived conflicts of interest between government policy and the safeguarding and management of public sector funds held by BCI on behalf of its clients, which include the provincial government, its Crown agencies and the province's largest public sector pension plans.

BCI's compensation structure is determined by a seven-member Board of Directors. The board's philosophy relating to compensation is based on a pay-for-performance and meeting clients' service, advice and investment return expectations. Three of the seven board members are appointed by the Minister of Finance.

BCI intends to respond to the request no later than December 16, 2019.

BCI oversees the safekeeping and investment of pension funds covering more than 598,000 public sector personnel in the province. These plans include the Municipal Pension Plan, the Public Service Pension Plan, Teachers' and Colleges Pension Plans and the BC Hydro Pension Plan.

s.13; s.17

Below is a table that compares BCI's CEO salary to similar identities across Canada.

ADVICE TO MINISTER

2. How does BCI's CEO/CIO remuneration compare with the Canadian investment industry?

- Compensation, including incentives, as well as the maximum allowable payments, for investment professionals is comparable to the Canadian industry.



Organization	Total Compensation Paid to CEO/CIO Equivalent in 2018	Assets under Management (\$ billion)
CPP Investment Board	\$5,756,406 (F2019)	\$392.0 (Mar. 31/19)
OMERS	\$4,126,632 (2018)	\$97.0 (Dec. 31/18)
Ontario Teachers' Pension Plan	\$4,892,661 (2018)	\$191.1 (Dec. 31/18)
Caisse dépôt du Québec	\$3,868,100 (2018)	\$309.5 (Dec. 31/18)
PSP Investment Board	\$3,173,500 (F2019)	\$168.0 (Mar. 31/19)
BCI	\$2,955,239 (2018)*	\$153.4 (Mar. 31/19)
AIMCo	\$3,443,351 (2018)	\$108.2 (Dec. 31/18)

*Remuneration amount for calendar 2018 released in FIPPA request



Communications Contact: Chandler 250-883-2237

Grieve

Program Area Contact:

File Created: Dec 11, 2019

File Updated:

Program Area	Comm. Director	Deputy	Minister's Office
T.R.	L.L.	T.R.	

ADVICE TO MINISTER

<p>CONFIDENTIAL GCPE-FIN ISSUE NOTE</p> <p>Ministry of Finance Date: Jan. 15, 2020</p> <p>Parliamentary Secretary Responsible: Mitzi Dean</p>	<p>Pay Equity</p>
---	--------------------------

RECOMMENDED RESPONSE:

- All workers deserve fair pay — too many women in B.C. are still making less than men for doing work of equal value.
- The majority of part-time, minimum wage and lower-paid workers are women, and many also face barriers to employment due to a lack of access to affordable childcare.
- Removing systemic barriers to pay equity is important to our government — that's why we are focusing on tackling some of biggest challenges by:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
- We are actively working to tackle these systemic issues and we know there's more to do.
- We won't back down on tackling these issues to make life better and more equitable for people in B.C.

If asked: will B.C. introduce pay equity legislation?

- It's great to see the federal government's leadership in this area, and legislation is one way to address pay equity — but it has to make sense for B.C.
- Federal legislation addresses businesses with more than 50 employees — in B.C., 98% of businesses are small businesses with under 50 employees.

- **We know there is more work to do; in looking at legislation, we need to make sure it benefits not just a few.**
- **We considered our options and decided the best way to help the most women in B.C. was to remove barriers, including working towards universal childcare.**
- **Currently, pay equity issues in this province are addressed through B.C.'s Human Rights Code.**

If asked about recent amendments to the Employment Standards Act respecting domestic or sexual violence leave:

- **Ensuring job security for people who experience domestic or sexual violence is a priority with this new leave — along with balancing the needs of employers.**
- **This is a first step — we have been engaging the public on ways to further improve leaves for people experiencing domestic or sexual violence.**

BACKGROUND:

A 2016 Conference Board of Canada report cites that B.C. has one of the highest pay equity disparities in Canada at 22.6%, with women making 77.4 cents for every dollar earned by a man.

On Oct. 7, 2019, Stats Canada issued a report examining the evolution of the gender pay gap in hourly wages from 1998 to 2018 among employees aged 25 to 54. The report indicates that while the gender gap in hourly wages has narrowed by 5.5 percent since 1998, women in Canada still earn 13.3% less, on average, than men. B.C. is cited as having the largest gap at 18.9 per cent.

Note: BC Stats' Provincial Statistician has confirmed that both measures are valid but due to different methodology used, are not directly comparable.

Media have reported on the topic with interest in a private members bill introduced in March 2018 by MLA Stephanie Cadieux (the *Equal Pay Certification Act*), which sought to rectify the pay gap that exists in earnings between men and women in British Columbia by enhancing measures under the current Human Rights Code, including establishing independent oversight. This bill did not move forward.

In general, drivers of the pay gap include the fact women are over-represented in lower paid jobs, under-represented in leadership and higher paid jobs, expectations for women around unpaid work and caregiving (which can lead to a drop in income), sexual harassment (a significant barrier to workplace advancement), lack of affordable childcare and wage discrimination (differences between earnings within the same or similar occupations).

Ongoing measures to address pay equity in B.C. include laying the groundwork for universal childcare, raising the minimum wage, supporting elder care, encouraging more women and girls in STEM careers (Science, Technology, Engineering and Mathematics) and investments in education and skills training.

Pay equity mechanisms

There are three main mechanisms for legislating pay equity across the provinces and territories:

ADVICE TO MINISTER

Standalone Pay Equity Legislation, Employment Standards legislation and Human Rights legislation.

In B.C., the Human Rights Code governs many aspects of pay discrimination. Section 12 provides that the same employer cannot discriminate between employees doing similar or substantially similar work on the basis of sex. Section 12(2) sets out the concept of “similar or substantially similar work” must be based on the concept of skill, effort and responsibility.

An employee who feels they have experienced discrimination in wages can file a complaint with the BC Human Rights Tribunal.

The province’s public sector does have pay equity policy.

Other Provinces:

Pay equity – “equal work for work of equal value” - is legally required in separate pay equity legislation for the public sector in Manitoba, Nova Scotia, New Brunswick and Prince Edward Island and for the public and certain private sectors in Quebec and Ontario.

Pay discrimination on the grounds of gender is prohibited by Human Rights legislation in B.C., Alberta, Ontario, Saskatchewan.

Equal pay for “same or similar work” is a requirement of Employment Standards legislation in Ontario, Manitoba, Saskatchewan, Yukon, Newfoundland and Northwest Territories.

On March 6, 2018, Ontario announced it would be introducing pay transparency legislation in an effort to narrow the pay gap between men and women. The legislation would force firms to disclose salary ranges in jobs ads and also report to the province what they pay their employees. The governing party in Ontario has since changed and this pay transparency legislation is delayed.

Federal Legislation

On Oct. 29, 2018, the federal government announced new legislation – *An Act to Establish a Proactive Pay Equity Regime within the Federal Public and Private Sectors* (Pay Equity Act), as well as proposed amendments to the *Canadian Human Rights Act* (CHRA) and the *Parliamentary Employment and Staff Relations Act* (PERSA).

The *Pay Equity Act*, which was passed in December 2018, applies to federally regulated public and private sector employers with 10 or more employees, as well as Ministers’ Offices. This new pay equity legislation seeks to ensure that women working in federally regulated workplaces receive equal pay for work of equal value. It is estimated that the new law will apply to 1.2 million Canadians.

Recent changes to the Employment Standards Act

In spring 2019, the Minister of Labour passed amendments to the Employment Standards Act, which included new, unpaid job-protected leave for workers who have experienced or are the parent of a child who has experienced, domestic or sexual violence. The amendments:

- Provide up to 10 non-consecutive days of unpaid job-protected leaves for those workers, so they can look for a new home, go to medical appointments, etc.
- Additionally, workers will have a second option that will see them receive up to 15 weeks of consecutive unpaid leave.

Concerns have been raised about the unpaid nature of the domestic violence leave, as some provinces, as well the federal government, offer paid leave. B.C. provides 10 days, as well as 15 consecutive weeks, of unpaid leave. Ontario and Manitoba each provide roughly the same, except they provide five days of paid leave. Starting Sept. 1, 2019, federally regulated workers can take 10 days off — five paid and five unpaid. Some other provinces offer fewer days of paid leave or unpaid leave with job protection.

Communications Contact:
Program Area Contact:

Joanne Whittier
Melanie Stewart

(250) 893-5650
(250) 213-8764

Lund, Rose FIN:EX

From: Liu, Ange FIN:EX
Sent: January 28, 2020 4:47 PM
To: Dean, Mitzi FIN:EX
Subject: FW: KM Doc!
Attachments: IN_FIN GEO_Pay Equity_Jan. 15_2019.doc

Quote for your sign off:

s.13

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 4:11 PM
To: Liu, Ange FIN:EX
Subject: KM Doc!

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 3:54 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>
Subject: RE: Draft quote for the Van Sun media inquiry re: Public Sector Pay Equity

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 3:47 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>
Subject: Draft quote for the Van Sun media inquiry re: Public Sector Pay Equity

Here is the suggested quote:

s.13

From: Whittier, Joanne GCPE:EX
Sent: January 28, 2020 12:57 PM
To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: RE: Additional question from the Van Sun media inquiry re: Public Sector Pay Equity

Hi there ... thinking it is better to offer an additional quote as we couldn't attribute the PSA's input to the GEO.

Here is a draft for consideration:

From: Whittier, Joanne GCPE:EX

Sent: January 28, 2020 12:40 PM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: Additional question from the Van Sun media inquiry re: Public Sector Pay Equity

Hi there Ange: the reporter is asking if she can attribute the information below or get an actual quote in addition to having the information as background. I can suggest that the reporter attribute the information to the Ministry of Finance, Gender Equity Office or would you like me to draft up a quote for PS Dean?

From: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>

Sent: January 28, 2020 12:06 PM

To: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: RE: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi Jo,

Thanks for these lines – looks good! Please see below for the final notes with some light edits:

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.
- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.

- Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux’s pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn’t help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That’s why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.’s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.’s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.

Cheers,
Angela

From: Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>

Sent: January 28, 2020 11:28 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: Resending For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Hi there Ange: thank for your feedback on the proposed response. I’ve tried to make the answers to the first question a bit more specific by pulling from the PSA’s diversity and inclusion plan. I’ll need to run this by the PSA again but does this work on your end?

Recommended response:

- The BC Public Service, which is responsible for core government, recognizes the importance of ensuring equity in both hiring and advancement of all employees, which is why a new Diversity and Inclusion Action Plan was launched in October 2017
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- While progress is being made, we also recognize the importance of ongoing recruitment and outreach to under-represented equity groups, training for hiring managers, and diversity and inclusion training for all employees.
- In the BC Public Service, the distribution of genders within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is 52% (86) male and 48% (80) female.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507) – a pay gap of 3%.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.

- Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
- The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.

From: Whittier, Joanne GCPE:EX

Sent: January 28, 2020 8:55 AM

To: Liu, Ange FIN:EX <Ange.Liu@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>

Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Stewart, Melanie FIN:EX <Melanie.J.Stewart@gov.bc.ca>

Subject: For MO approval: Van Sun media inquiry re: Public Sector Pay Equity deadline before noon today

Morning ... the Van Sun is looking for response on pay equity for public sector salaries and the private members bill introduced last year by MLA Cadieux. Reporter is interested in an interview but background information is fine too. Recommend I send the response points below on background. The PSA has provided the first three bullets that address the first question (fyi).

Reporter

Lori Culbert, Reporter

Vancouver Sun

lculbert@postmedia.com

604-605-2018 c: 604-816-4059

Deadline Tuesday, January 28, 2020 11:30 AM

Request

Reporter's request:

My questions are for a series of stories on the newspaper's most recent version of the Public Sector Salaries database. This year we paid to analyze the data by gender. The results show that women hold more than 50% of public sector jobs, but are vastly under-represented in higher pay brackets. This was true right across the public sector, but also within the smaller group employed by the provincial government.

My questions are:

1. Why are there still far more men holding the highest-paid positions in the public sector? Isn't this the type of disparity that government should be trying to address? Note: reporter indicated that she is reaching out to other public sector organizations such as school boards directly.
2. Six provinces (Man, NB, NS, PEI, ON, PQ) have pay-equity legislation, but BC is one of the four without this type of legislation. Is the government considering any type of new policy that would address/encourage equal pay for women, either in just the public sector and/or the private sector too?
3. Liberal MLA Stephanie Cadieux introduced the Equal Pay Reporting Act last March. Has the NDP government considered supporting this opposition member's bill?

Recommended response:

- The BC Public Service, which is responsible for core government, is committed to recruit and develop a well qualified and efficient public service that is representative of the diversity of the people of British Columbia.
- To support employment equity and diversity in the workplace, the BC Public Service welcomes applications from all groups. This includes women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in the BC Public Service.
- In the BC Public Service, the distribution of females to males within executive positions (Deputy Ministers, Assistant Deputy Ministers and Executive Leads) is only slightly weighted towards males. Of the total population of executives, 52% (86) are males and 48% (80) are females.
 - For Deputy Minister roles, 37% are female and 63% are male.
 - Overall, female executive average salary (\$176,773) is approximately 97% of their male counterparts (\$182,507).
- With respect to MLA Cadieux's pay transparency legislation, this would have applied to businesses with more than 50 employees.
- In B.C., 98% of businesses have fewer than 50 employees. As a result, this type of legislation wouldn't help the vast majority of women workers.
- Legislation is only one means to address pay equity — but it has to make sense for B.C.
- We looked carefully at it here in B.C. and decided the best way to help the most women was through universal childcare and other actions that create more equality.
- That's why our government is taking a broader view to removing systemic barriers to pay equity, including:
 - Making historic investments in B.C.'s childcare plan so no parent is forced to choose between their career and family – this is the single most impactful way we can close the gap.
 - Investing in housing for women creating a life after violence.
 - Raising B.C.'s minimum wage; raising liquor server wages to meet the minimum wage for workers in that industry, the majority of whom are women; and making sure that tipping is fair.
 - Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs.
 - The Poverty Reduction Strategy Act also commits B.C. to reducing overall poverty by 25% and child poverty by 50% over five years. This will significantly assist women – especially single mothers and single senior women – who are disproportionately impacted by poverty and low income.
- We are also working to ensure diverse voices are heard by increasing the representation of women and other under-represented groups on public sector boards.
 - Women on public sector boards increased to 49 per cent last year, which is an 18 per cent increase from just two years prior.