

**MINISTRY OF ATTORNEY GENERAL  
JUSTICE SERVICES BRANCH  
INFORMATION BRIEFING NOTE**

**PURPOSE:** For INFORMATION of The Honourable Rachna Singh  
Parliamentary Secretary for Anti-Racism Initiatives

**ISSUE:**  
Overview of BC's *Human Rights Code*.

**SUMMARY:**

- BC's *Human Rights Code* (the Code) is anti-discrimination legislation that protects people from discrimination in specific areas. While the Code prohibits discrimination based on race, it is broader than that and also prohibits discrimination based on other protected grounds including sex, gender identity, sexual orientation, family status, and marital status.
- The Code offers a civil remedy for people who have experienced discrimination based on one or more of the enumerated protected grounds in certain settings. Claims alleging discrimination under the Code must be filed with the Human Rights Tribunal.

**BACKGROUND:**

- BC's *Human Rights Code* [RSBC 1996] c. 210 was brought into force in 1996 and is anti-discrimination legislation.
- The Code is rooted in principles of inclusion, mutuality and equality. These principles form the philosophical basis for having human rights protection. According to section 3 of the Code, the purposes of the Code are as follows:
  - (a) *to foster a society in British Columbia in which there are no impediments to full and free participation in the economic, social, political and cultural life of British Columbia;*
  - (b) *to promote a climate of understanding and mutual respect where all are equal in dignity and rights;*
  - (c) *to prevent discrimination prohibited by this Code;*
  - (d) *to identify and eliminate persistent patterns of inequality associated with discrimination prohibited by this Code; and*
  - (e) *to provide a means of redress for those persons who are discriminated against contrary to this Code.*

**DISCUSSION:**

- The Code ensures that all people are equal in dignity, rights and responsibilities, and opportunity, regardless of specific personal characteristics. These characteristics are known as protected grounds.

- The Code prohibits discrimination based on the following protected grounds:
  - race;
  - colour;
  - ancestry;
  - place of origin;
  - religion;
  - marital status;
  - family status;
  - physical or mental disability;
  - sex;
  - sexual orientation;
  - gender identity or expression;
  - age;
  - political belief (in relation to employment and union membership only);
  - source of income (in relation to tenancy only); and
  - criminal conviction (in relation to employment and union membership only).
- Discrimination is prohibited based on protected grounds in specific areas such as: publication; accommodation, service and facility; purchase of property; tenancy; employment; and wages.
  - The Code does not apply to a situation where someone in public uses a racial slur, for instance.
- Accommodation of diversity is a central feature of human rights protections under the Code. Accommodating an individual or group of persons means taking steps to make sure they are being treated equally and, in some cases, includes modifying requirements, rules, or policies that could be considered discriminatory.
- Discrimination under the Code does not require an intention to contravene the Code.
- The Code has an overarching application to other laws in the province and expressly provides that if there is a conflict between the Code and any other law, the Code prevails.
- If a person feels that they have been discriminated against they can make a complaint to the Human Rights Tribunal. The Tribunal accepts, screens, mediates, and adjudicates human rights complaints. It holds hearings and issues written decisions in accordance with the Code.
  - Complaints must be filed within one year of the alleged contravention.
  - Remedies are intended to be compensatory for losses suffered, not punitive. However, damages can be awarded for injury to dignity, feelings, and self-respect and those can be substantial.
  - The tribunal may also order costs.
- In regard to racism specifically, a person may file a complaint under the Code if they have been discriminated against based on race, colour, ancestry, place of origin, or religion in relation to a publication; accommodation, service and facility; purchase of property; tenancy; employment; or wages.
- In 2019 the Code established the Office of the Human Rights Commissioner whose role is to promote and protect human rights.

- The Human Rights Commissioner is an independent officer of the legislature (the first and only one in Canada, as other Commissioners report to government ministers) appointed to a 5-year term.
- The Commissioner has inquiry and intervenor powers.
- Unlike previous commissions and others across Canada, BC's Commissioner is not a gatekeeper for complaints; our human rights complaint process is a "direct-access" tribunal model.

### **INDIGENOUS PEOPLES CONSIDERATIONS:**

- Indigenous peoples are impacted by the Code generally as are all British Columbians.
- There is currently a separate project underway within the Ministry of Attorney General to add Indigenous identity as a protected ground under the Code.

### **FURTHER READING**

In case it may be of interest, the following resources may prove useful in understanding the human rights landscape in BC:

- The beginning of the Kahlon report on re-establishing the Office of the Human Rights Commissioner (OHRC) contains a good summary of the pre-OHRC human rights landscape in BC:  
<https://engage.gov.bc.ca/app/uploads/sites/121/2017/12/HRC-Final-Report.pdf> ;
- The Human Rights Tribunal website ([www.bchrt.bc.ca](http://www.bchrt.bc.ca)) has a great glossary of human rights terminology (<http://www.bchrt.bc.ca/law-library/glossary/index.htm>) as well as an entire section on Indigenous Human Rights, including Ardith Walkem's report (<http://www.bchrt.bc.ca/indigenous/index.htm>).
- The Office of the Human Rights Commissioner's website (<https://bchumanrights.ca/>) also has a glossary and a section on decolonization (<https://bchumanrights.ca/key-issues/decolonization/>).
- The Human Rights Code:  
[https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00\\_96210\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01).

### **OTHER MINISTRIES IMPACTED/CONSULTED:**

- Legal Services Branch provides legal advice with respect to the Code.

#### **Prepared by:**

Jasmine Dadachanji  
Senior Policy & Legislation Analyst  
Justice Services Branch  
778-698-4169

#### **Approved by:**

Paul Craven  
Executive Director  
Policy & Legislation Division  
Justice Services Branch  
778-698-9333

#### **Attachment(s)**

None

## RE: Anti-Racism priority

---

From: Campbell, Tracy AG:EX <Tracy.Campbell@gov.bc.ca>  
To: Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
Cc: Fyfe, Richard J AG:EX <Richard.Fyfe@gov.bc.ca>  
Sent: November 27, 2020 10:24:03 AM PST  
Received: November 27, 2020 10:24:04 AM PST  
Thanks, Kurt.

s.13

---

**From:** Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
**Sent:** Friday, November 27, 2020 10:21 AM  
**To:** Campbell, Tracy AG:EX <Tracy.Campbell@gov.bc.ca>  
**Cc:** Fyfe, Richard J AG:EX <Richard.Fyfe@gov.bc.ca>  
**Subject:** Anti-Racism priority

s.13

If you'd like to chat further I can arrange a call. I'm just in a Law Foundation meeting (taking me away from the Summit that I'd otherwise be attending today!

Kurt

**Kurt J.W. Sandstrom, QC**

Pronouns: (he, him, his)

Assistant Deputy Minister

Ministry of Attorney General, Justice Services

Email: [Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)

Assistance with scheduling: Contact Courtney Fast at 778-974-3698 or at [Courtney.Fast@gov.bc.ca](mailto:Courtney.Fast@gov.bc.ca)

This communication (both the message and any attachments) is confidential.

## **RE: EXCERPTED MANDATE – Parliamentary Secretary for Anti-Racism Initiatives**

From: Rice, Colleen A AG:EX <Colleen.Rice@gov.bc.ca>  
To: Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>, Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
Cc: Forrest, Cris J AG:EX <Cris.Forrest@gov.bc.ca>, Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>, Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
Sent: November 27, 2020 11:32:42 AM PST  
Received: November 27, 2020 11:32:42 AM PST

Sorry, I meant to add that TAC is also reaching out to their Ministers office, and DM regarding the anti-hate legislation as they have been running the anti-hate and racism working group. I am touching base with the ED there this afternoon.

---

**From:** Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>  
**Sent:** Friday, November 27, 2020 11:18 AM  
**To:** Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
**Cc:** Forrest, Cris J AG:EX <Cris.Forrest@gov.bc.ca>; Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>; Rice, Colleen A AG:EX <Colleen.Rice@gov.bc.ca>; Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
**Subject:** Re: EXCERPTED MANDATE – Parliamentary Secretary for Anti-Racism Initiatives

That would be great. There are quite a few things in the housing mandate that will impact TTIOD.

Carmen L. Zabarauckas, PhD  
(Pronouns: She/her/hers)  
\*Executive Director - Tribunals, Transformations, and Independent Offices Division (TTIOD)  
\*Director of Maintenance Enforcement  
Justice Services Branch | Ministry of Attorney General  
Adjunct Professor, Criminology, Simon Fraser University  
[778.698.3196](tel:778.698.3196) (office)  
[250.893.6401](tel:250.893.6401) (mobile)

For scheduling assistance please contact Paula Moore at [Paula.Moore@gov.bc.ca](mailto:Paula.Moore@gov.bc.ca) or +1 (778) 974-4897.

On Nov 27, 2020, at 11:08 AM, Sandstrom, Kurt AG:EX <[Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)> wrote:

I will attempt to secure some certainty as to who is working on what in the ministry at our executive meeting this afternoon.

On Nov 27, 2020, at 8:57 AM, Forrest, Cris J AG:EX <[Cris.Forrest@gov.bc.ca](mailto:Cris.Forrest@gov.bc.ca)> wrote:

I hope Tami's shop is doing some analysis of the mandate letters and implications for branches in our ministry. I have provided these for BMC as fyi, only, but my team will be creating an inventory/tracking document of pertinent accountabilities for our strategic planning purposes.

**Cris Forrest** | Managing Director | Justice Services Branch | BC Ministry of Attorney General

*This communication (both the message and any attachments) is confidential intended only for the use of the person or persons to whom it is addressed. Any distribution, copying, or other use by anyone else is strictly prohibited. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.*

---

**From:** Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
**Sent:** Friday, November 27, 2020 8:54 AM  
**To:** Forrest, Cris J AG:EX <Cris.Forrest@gov.bc.ca>; Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>; Rice, Colleen A AG:EX <Colleen.Rice@gov.bc.ca>  
**Cc:** Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>; Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
**Subject:** RE: EXCERPTED MANDATE – Parliamentary Secretary for Anti-Racism Initiatives

Thanks.

Colleen and I were reviewing this and the Minister's mandate letter last night. Colleen will be starting to frame out some ideas. We should also look at all the mandate letters as I notice that the PS is implicated in fair number of them. I don't know if you have someone already looking at that, Cris.

We should make sure somehow that someone else in the Ministry is not doing parallel work – I don't know who that would be but it would be nice to have or signals straight.

A new and exciting adventure here for sure.

Paul

---

**From:** Forrest, Cris J AG:EX <Cris.Forrest@gov.bc.ca>  
**Sent:** Friday, November 27, 2020 8:45 AM  
**To:** Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>; Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>  
**Cc:** Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>; Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
**Subject:** EXCERPTED MANDATE – Parliamentary Secretary for Anti-Racism Initiatives

Rachna Singh, MLA  
Parliamentary Secretary for Anti-Racism Initiatives

Dear Parliamentary Secretary Singh:

Thank you for agreeing to serve British Columbians as Parliamentary Secretary for Anti-Racism Initiatives, supporting the Attorney General and Minister responsible for Housing.

[snip]

As Parliamentary Secretary, you will assist the Attorney General in carrying out their duties. You may be asked to represent the Attorney General at public events, deliver speeches on behalf of the Attorney General, or act as a spokesperson for the government's position. You will reach out to stakeholders, businesses, civil society and individuals across B.C. to better understand their perspectives and bring their views to the Attorney General.

You are also being given special responsibility to support the Attorney General in specific areas within their mandate. You will work with, and be supported by, B.C.'s professional public service in this role.

Over the course of our mandate, I expect you will make progress on the following items:

- Conduct a full review of anti-racism laws in other jurisdictions and launch a stakeholder consultation to inform the introduction of a new *Anti-Racism Act* that better serves everyone in B.C.

- Work with B.C.'s new Human Rights Commissioner and other stakeholders to introduce legislation that will help reduce systemic discrimination and pave the way for race-based data collection essential to modernizing sectors like policing, health care and education.

The Attorney General is ultimately responsible and accountable for their ministry and their mandate; thus, all key decisions will be made by them. Your role is to understand the Attorney General's policy goals, develop a deep understanding of the issues, participate in consultations with key stakeholders, Indigenous peoples and the broader public, in order to give your best advice to the public service as it develops options for a decision by the Attorney General.

You will collaborate with the Attorney General, Ministry and the Premier's Office to develop a workplan to guide your efforts, including detail on how the professional public service will support your work through briefings, supporting consultations, and keeping you apprised of policy development.

All members are expected to review, understand and act according to the *Members' Conflict of Interest Act* and conduct themselves with the highest level of integrity. As a Parliamentary Secretary, your conduct will reflect not only on you, but on the Attorney General and our government.

You are accountable for providing strong, professional and ethical leadership. I expect you to establish a positive, respectful and collaborative working relationship with the Attorney General, their staff and the public servants who provide the professional, non-partisan advice fundamental to delivering on our government's priorities.

<https://news.gov.bc.ca/files/AG-Singh-mandate.pdf>

**Cris Forrest** | Managing Director | (she, her, hers)  
Justice Services Branch | BC Ministry of Attorney General  
8<sup>th</sup> Floor, 1001 Douglas Street, Victoria BC V8W 9J7 | Telephone: 778 974-3683  
Website: Attorney General - Province of British Columbia  
<image001.png>

This communication (both the message and any attachments) is confidential intended only for the use of the person or persons to whom it is addressed. Any distribution, copying, or other use by anyone else is strictly prohibited. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.

## RE: PS Singh and Anti-racism

---

From: Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
To: Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>, Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>  
Cc: Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
Sent: December 1, 2020 2:55:48 PM PST  
Received: December 1, 2020 2:55:49 PM PST  
Thanks Kurt.

---

**From:** Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
**Sent:** Tuesday, December 1, 2020 2:08 PM  
**To:** Zabarauckas, Carmen AG:EX <Carmen.Zabarauckas@gov.bc.ca>; Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
**Cc:** Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>  
**Subject:** PS Singh and Anti-racism

Gala called and the AG and PS Singh have had their first meeting.<sup>s.13</sup>

s.13

Thanks,  
Kurt

**Kurt J.W. Sandstrom, QC**

Pronouns: (he, him, his)

Assistant Deputy Minister

Ministry of Attorney General, Justice Services

Email: [Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)

Assistance with scheduling: Contact Courtney Fast at 778-974-3698 or at [Courtney.Fast@gov.bc.ca](mailto:Courtney.Fast@gov.bc.ca)

This communication (both the message and any attachments) is confidential.



## FW: Anti-racism consultation

---

From: Rice, Colleen A AG:EX <Colleen.Rice@gov.bc.ca>  
To: Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
Cc: Bianconi, Alana AG:EX <Alana.Bianconi@gov.bc.ca>, Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>, Canham, Linda A AG:EX <Linda.Canham@gov.bc.ca>  
Sent: December 3, 2020 9:18:33 AM PST  
Received: December 3, 2020 9:18:36 AM PST  
Attachments: Dialogue Summary\_\_Sept 18 (Final, MO approved version).pdf, image001.png, Vancouver Community Dialogue List of Proposed Invitees (ED reviewed).xlsx, CCCAC + MAC letter on Anti-Racism - final, 2020-08-04 - CCCAC and MAC.pdf, 37658 PS Kahlon letter to dialogue participants Final.docx, MultiBranch\_Stakeholders\_Master List\_Oct 2020.xlsx, 2019 OARH Dialogues - Attendance Tracker.xlsx

Hello,

In regards to the request for a list of stakeholders for the PS Singh to look at for consultations, attached are the lists from the hate crime consultation as well as the Multicultural Branch stakeholders. This is in addition to the Human Rights stakeholder list that was previously sent by Linda. In addition you will find the summary of the consultation (in case it is of interest to PS Singh). Please let me know if there is anything else that we need for this request.

Thanks,  
Colleen

---

**From:** Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>  
**Sent:** Thursday, December 3, 2020 8:26 AM  
**To:** Rice, Colleen A AG:EX <Colleen.Rice@gov.bc.ca>  
**Subject:** RE: Anti-racism consultation

Hi Colleen:

Sorry for the delay. Yes, we can provide you with a few lists and more background. I'm happy to discuss further on the phone to explain some of the lists in more detail and refine your own lists but here are a few key items in the meantime:

- Summary Report of the Community Dialogues on Racism that Ravi Kahlon led in the summer of 2019 when he was the Parliamentary Secretary of Multiculturalism (never approved for public release) plus a follow-up letter that went to all attendees.
- Attendance list of all the dialogues he did (excel list – check all tabs) – PS Kahlon held a mix of geographically-based community meetings (e.g. Duncan, Dawson Creek, etc.) and “impacted groups” meetings (e.g. Metro Vancouver Muslim community, Metro Vancouver Black Community, etc.). As the dialogues were mostly held in July, some key stakeholders were on holiday and missed the meetings. I've also attached the original invitation list for the “impacted groups” to give you more complete contacts.
- I'm also attaching our more complete Multiculturalism Branch stakeholders list that may have a few extra names from specific communities that have come on our radar since the 2019 dialogues.

In terms of engaging with key stakeholder impacted by racism, we've tended to connect with stakeholders who represent Indigenous, Black, Chinese-Canadian, Filipino-Canadian, Japanese-Canadian, South Asian Canadian, Muslim, Sikh and Jewish organizations. I can fill you in more on some of the conversations we've had with them.

I think I mentioned that we're the secretariat for the Multicultural Advisory Council who have been big advocates for creating an Anti-Racism Act and introducing race-based data collection so I can help facilitate a meeting between you and the PS and them when you're ready.

Paul Irwin at JERI oversees the Premier's Chinese Canadian Community Advisory Committee who also should be consulted on this work. It's a committee of 16 people, with about 4 people who are quite keen on anti-racism and discrimination issues (the others are a bit more business focused). In May, Paul and I organized a joint consultation for the Premier and Minister Kang with the MAC and CCCAC members – I've attached the follow-up letter they sent the Premier after that meeting and his response.

Lastly, in June we hosted an Anti-Racism Townhall for Minister Kang, PS Kahlon and 2 of the MAC members – you can see it on Youtube – a good example of more recent public engagement that has taken place .

<https://www.youtube.com/watch?v=06plVv-r5iQ>

I hope this is all useful.

Let's talk further once you've had look.

Alison

**Alison Dudley**

Executive Director | Multiculturalism Branch | Ministry of Tourism, Arts & Culture

Suite 301 – 865 Hornby St., Vancouver, BC V6Z 1T9

*Territories of the xʷməθkʷəy̓əm (Musqueam), sḵwxwú7mesh (Squamish), and selilwitulh (Tsleil Waututh) peoples*

Email: [Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca); Cell: 236-818-1150; [www.resiliencebcnetwork.ca](http://www.resiliencebcnetwork.ca)



---

**From:** Rice, Colleen A AG:EX <[Colleen.Rice@gov.bc.ca](mailto:Colleen.Rice@gov.bc.ca)>

**Sent:** December 2, 2020 10:23 AM

**To:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Subject:** Anti-racism consultation

Hi Alison,

The minister and the parliamentary secretary have had their first meeting. The Minister has suggested that she review the stakeholders that we had for the Human Rights Commissioner consultation, but I am wondering if you also have a list of stakeholders? HR stakeholders are a bit broader.

Cheers,  
Colleen

**Colleen Rice** | Director, Justice Policy

Policy and Legislation Division | Justice Services Branch | Ministry of Attorney General

## CCCAC + MAC letter on Anti-Racism - final

---

From: Irwin, Paul JEDC:EX <Paul.Irwin@gov.bc.ca>  
To: Bill Yee <sup>s.22</sup>, XT:Lee, Winnie AG:IN <wlee@icavictoria.org>, Chang, Stephanie JEDC:EX <Stephanie.Chang@gov.bc.ca>, Girn, Naveen PREM:EX <Naveen.Girn@gov.bc.ca>, Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>  
Cc: Chandler, Patrick JEDC:EX <Patrick.Chandler@gov.bc.ca>, Tang, Sarah JEDC:EX <Sarah.Tang@gov.bc.ca>  
Sent: June 17, 2020 11:13:02 AM PDT  
Received: June 17, 2020 11:13:04 AM PDT  
Attachments: CCCAC + MAC Joint Letter on Anti-racism - final.pdf

Please find attached the finalized version of the joint letter from CCCAC and MAC with a call to action on anti-racism, now ready to be sent to the Premier and Minister Kang, as well as those ministers cc'ed.

Naveen, I assume you will be able to convey to the Premier. Alison, I assume you can convey to Minister Kang, Minister Beare, and PS Kahlon (now in his new role) and the MAC members.

Stephanie, would you be able to circulate to the other cc'ed Ministers' offices?

I will circulate to the CCCAC members.

Thank you, Winnie and Bill, for your leadership in finalizing these important messages!

Best regards

Paul

Paul Irwin  
CCCAC Secretariat

## RE: ACTION REQUIRED: PS Singh and Anti-racism

---

From: Valentinuzzi, Emma AG:EX<sup>s.15</sup>  
s.15  
To: Engelbrecht, Maya AG:EX  
Cc: Sandstrom, Kurt AG:EX, Fast, Courtney AG:EX  
Sent: December 8, 2020 8:27:14 AM PST  
Received: December 8, 2020 8:27:00 AM PST  
Attachments: image002.png, image003.png, Participants List of Stakeholders and Experts.docx

Hi Maya,

Please see the attached list for PS Singh, please note that the current contact information for many of these stakeholders will need to be confirmed and updated for the Parliamentary Secretary.

Our branch would be happy to provide a current list of contacts for those she wishes to contact.

Thank you,  
Emma

### **Emma Valentinuzzi** | *Executive Coordinator*

Pronouns: She/her/hers

Assistant Deputy Minister Office | ADM Kurt Sandstrom

Justice Services Branch | Ministry of Attorney General

Direct: 778-974-3689 \*NEW | [emma.valentinuzzi@gov.bc.ca](mailto:emma.valentinuzzi@gov.bc.ca)



Where ideas work

2020  
TOP  
WORK UNIT  
AWARD

*This message, including any attachments to it, is not to be disclosed outside of the Provincial Government without prior written approval from the Ministry of Attorney General. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.*

---

**From:** Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
**Sent:** Thursday, December 3, 2020 3:25 PM  
**To:** Valentinuzzi, Emma AG:EX <Emma.Valentinuzzi@gov.bc.ca>; Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
**Subject:** RE: ACTION REQUIRED: PS Singh and Anti-racism

Hi Emma, A broad list please.

---

**From:** Valentinuzzi, Emma AG:EX <[Emma.Valentinuzzi@gov.bc.ca](mailto:Emma.Valentinuzzi@gov.bc.ca)>  
**Sent:** Thursday, December 3, 2020 12:29 PM  
**To:** Engelbrecht, Maya AG:EX <[Maya.Engelbrecht@gov.bc.ca](mailto:Maya.Engelbrecht@gov.bc.ca)>; Sandstrom, Kurt AG:EX <[Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)>  
**Subject:** RE: ACTION REQUIRED: PS Singh and Anti-racism

Hi Maya,

Do you mind finding out if the desire is for JSB to provide a more narrowly focused list or if they wish to have a more broad list of human rights contacts?

Thank you,  
Emma

**Emma Valentinuzzi | Executive Coordinator**

Pronouns: She/her/hers

Assistant Deputy Minister Office | ADM Kurt Sandstrom

Justice Services Branch | Ministry of Attorney General

Direct: 778-974-3689 \*NEW | [emma.valentinuzzi@gov.bc.ca](mailto:emma.valentinuzzi@gov.bc.ca)



Where ideas work

2020  
TOP  
WORK UNIT  
AWARD

*This message, including any attachments to it, is not to be disclosed outside of the Provincial Government without prior written approval from the Ministry of Attorney General. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.*

---

**From:** Engelbrecht, Maya AG:EX <[Maya.Engelbrecht@gov.bc.ca](mailto:Maya.Engelbrecht@gov.bc.ca)>

**Sent:** Thursday, December 3, 2020 11:53 AM

**To:** Sandstrom, Kurt AG:EX <[Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)>

**Cc:** Valentinuzzi, Emma AG:EX <[Emma.Valentinuzzi@gov.bc.ca](mailto:Emma.Valentinuzzi@gov.bc.ca)>

**Subject:** RE: ACTION REQUIRED: PS Singh and Anti-racism

Thanks very much, Kurt.

How long would you anticipate it would take to develop an updated list?

-M

---

**From:** Sandstrom, Kurt AG:EX <[Kurt.Sandstrom@gov.bc.ca](mailto:Kurt.Sandstrom@gov.bc.ca)>

**Sent:** Thursday, December 3, 2020 9:53 AM

**To:** Engelbrecht, Maya AG:EX <[Maya.Engelbrecht@gov.bc.ca](mailto:Maya.Engelbrecht@gov.bc.ca)>

**Cc:** Valentinuzzi, Emma AG:EX <[Emma.Valentinuzzi@gov.bc.ca](mailto:Emma.Valentinuzzi@gov.bc.ca)>

**Subject:** FW: ACTION REQUIRED: PS Singh and Anti-racism

**Importance:** High

Maya, as you know Derrick wanted to obtain a list of stakeholders that Ravi Kahlon consulted with as part of the HRC set up. Attached is the list but we would caution that it may not be as helpful as desired due to the fact that the Commission consulted on a variety of topics that fall under human rights, not just racism.

Our team thinks it would be better to get a list of stakeholders from Tourism, Arts and Culture with respect to their anti-racism work (it will be more recent too).

Also, the actual orgs and individuals that were consulted are in the Ravi Kahlon report starting at p. 38:

<https://engage.gov.bc.ca/app/uploads/sites/121/2017/12/HRC-Final-Report.pdf>

There is a citizen engagement team at GCPE that hopefully will assist us in doing the actual engagement that will be led by PS Singh. We would provide policy advice, as we did for the Commission, but they do the outreach and any public facing materials and online consultation including compiling results and so forth. They also hired a writer and we provided policy advice, editing, but she put the final report together in consultation with us and incorporating the engagement.

Also attached is a further list of stakeholders for the hate crime consultation as well as the Multicultural Branch stakeholders, which may be of assistance.

In short, our team would be happy to assist with developing a more refined list of stakeholders and a plan.

Kurt

## **NOTIFICATION - eApprovals Item ID: 24875 - Item Forwarded - - Due 2/10/2021**

---

From: JPSS eApprovals <donotreply@sp.gov.bc.ca>  
To: Emma.Valentinuzzi@gov.bc.ca, Courtney.Fast@gov.bc.ca,  
Harmony.Wildman@gov.bc.ca, Kurt.Sandstrom@gov.bc.ca, Valentinuzzi, Emma  
AG:EX, Fast, Courtney AG:EX, Wildman, Harmony AG:EX, Sandstrom, Kurt  
AG:EX  
Sent: February 5, 2021 9:28:25 AM PST  
Received: February 5, 2021 9:28:37 AM PST

Valentinuzzi, Emma AG:EX [Assignee] forwarded an eApprovals item to Sandstrom, Kurt AG:EX for action

**Comment: Kurt, please see the attached IBN for Parliamentary Secretary Singh. The MO requested a note be drafted for PS Singh on the relationship between the Anti-Racism Act and the BC Human Rights Code.**

**This has also been approved by the Multiculturalism group.**

#: 613601

Title: 613601-IBN for Parliamentary Secretary for Anti-Racism Initiatives

Full Name:

Due Date: 2/10/2021

Category: Briefing Note - Information Note

[Go to item...](#)

## **FYI - Anti-racism public education campaign**

---

From: Wood, Jessica IRR:EX <Jessica.D.Wood@gov.bc.ca>  
To: IRR ADM Reconciliation Table <ADMRECT@Victoria1.gov.bc.ca>  
Sent: March 19, 2021 3:18:08 PM PDT  
Received: March 19, 2021 3:18:09 PM PDT

Appreciate the offer to circulate to ADM's Reconciliation Table!

Hi all,

Please find below links to government's anti-racism public education campaign – you should see the ads across digital and print media. The campaign, which features nine illustrations by IBPOC (Indigenous, Black and people of colour) artists based in British Columbia, will support the Province's long-term commitment to tackling racism by encouraging more open discussion about discrimination. This series of anti-racism reminders also aim to inspire people to reflect on racism that happens in everyday situations and speak out if they see discrimination.

News release:

<https://news.gov.bc.ca/releases/2021AG0035-000508>

Learn More and see the campaign materials:

To learn more about the campaign, visit: <https://antiracist.gov.bc.ca/>

Cheryl May  
Acting Associate Deputy Minister  
Housing, Construction Standards, and Multiculturalism  
Ministry of Attorney General and Minister Responsible for Housing  
(250) 812-3345

## RE: Material - 10 am - PS Singh - Regular Bi Weekly

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Singh, Rachna AG:EX, Milne, Gala AG:EX, Cheema, Haiqa AG:EX, Chu, Timothy GCPE:EX, Dudley, Alison TACS:EX  
Cc: Fyfe, Richard J AG:EX, May, Cheryl OHCS:EX  
Sent: January 28, 2021 9:12:05 AM PST  
Attachments: PS Singh Agenda - January 28.pdf, Race Based Data Collection and Anti Racism Act \_Discussion Slide.pdf

My apologies, I missed an attachment in my previous e-mail.

Attached are the following:

1. Agenda
2. Race Based Data Collection and Anti-Racism Act Discussion Slides

Thanks,  
-M

---

**From:** Engelbrecht, Maya AG:EX  
**Sent:** Thursday, January 28, 2021 8:54 AM  
**To:** Singh, Rachna AG:EX <Rachna.Singh@gov.bc.ca>; Milne, Gala AG:EX <Gala.Milne@gov.bc.ca>; Cheema, Haiqa AG:EX <Haiqa.Cheema@gov.bc.ca>; Chu, Timothy GCPE:EX <Timothy.Chu@gov.bc.ca>; Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>  
**Cc:** Fyfe, Richard J AG:EX <Richard.Fyfe@gov.bc.ca>; May, Cheryl OHCS:EX <Cheryl.May@gov.bc.ca>  
**Subject:** Material - 10 am - PS Singh - Regular Bi Weekly

Good morning,

Please see the attached agenda for the 10 am meeting.

Thank you.  
-M

Best Regards,  
Maya Engelbrecht  
Manager, Executive Operations  
Deputy Attorney General's Office, Ministry of Attorney General  
PO Box 9290 Station Provincial Government  
Victoria, BC V8W 9J7  
Phone: 778-974-3796

*This message, including any attachments to it, is not to be disclosed outside of the Provincial Government without prior written approval from the Ministry of Attorney General. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.*



## RE: Issues Note Request

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Cheema, Haiqa AG:EX  
Sent: February 7, 2021 3:29:40 PM PST

Thanks very much, Haiqa. We will get to work on this and I will let you know if we can't prepare something in time.

Much appreciated,  
-M

---

**From:** Cheema, Haiqa AG:EX <Haiqa.Cheema@gov.bc.ca>  
**Sent:** Friday, February 5, 2021 2:05 PM  
**To:** Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
**Subject:** Issues Note Request

Hi Maya,

PS Singh wanted an issues note on anti-Semitism definition. There is a call from community to have sections dedicated to specific forms of racism in the anti-racism act. s.13

s.13

s.13

We are looking to see any historical engagement on this from the provincial government. How has the federal government responded to this? Any specific stats on anti-Semitism in BC? Etc

Thanks,

**Haiqa Cheema** (She/her)  
Ministerial Advisor to the Honourable David Eby  
Attorney General of British Columbia  
Minister of Housing  
Cell: (778) 676 0480

## RE: PS Singh Agenda - February 12 - For Review

---

From: May, Cheryl OHCS:EX <Cheryl.May@gov.bc.ca>  
To: Dudley, Alison TACS:EX  
Cc: Papadopoulos, Nikki OHCS:EX  
Sent: February 10, 2021 6:14:50 PM PST

s.13

Thanks,  
Cheryl

---

**From:** Dudley, Alison TAC:EX  
**Sent:** February 10, 2021 5:43 PM  
**To:** May, Cheryl OHCS:EX  
**Cc:** Papadopoulos, Nikki OHCS:EX  
**Subject:** RE: PS Singh Agenda - February 12 - For Review

Thanks so much Cheryl. This is great feedback. Yes, I can revise this – and sorry, you must have thought I was crazy with that second discussion questions slide – I had a discussion about this with my full team the other day and used that slide to guide our team discussion – I had forgotten to take it out of this version. I'll work on this and get it back to you tomorrow. Thanks! Did you hear that the Premier said in a media scrum today that wants to introduce race-based legislation this year? Hustling us along 😊

---

**From:** May, Cheryl OHCS:EX <Cheryl.May@gov.bc.ca>  
**Sent:** February 10, 2021 5:15 PM  
**To:** Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>  
**Cc:** Papadopoulos, Nikki OHCS:EX <Nikki.Papadopoulos@gov.bc.ca>  
**Subject:** RE: PS Singh Agenda - February 12 - For Review

Thanks Alison

I've had a look through this and s.13

s.13

Thanks,  
Cheryl

---

**From:** Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>  
**Sent:** February 10, 2021 3:42 PM  
**To:** May, Cheryl OHCS:EX <Cheryl.May@gov.bc.ca>  
**Cc:** Papadopoulos, Nikki OHCS:EX <Nikki.Papadopoulos@gov.bc.ca>  
**Subject:** PS Singh Agenda - February 12 - For Review  
Hi Cheryl:

Here's a draft proposed agenda for the meeting with PS Singh on Friday for your review.

I've sent it to Tim for feedback but he hasn't had a chance to look at it today so I figured I'd assume it's ok and send it up to you.

I'm proposing some brief updates and then a 30 minute discussion on the mandate commitments workplan documents.

Since we spoke yesterday, I've revised the timeline powerpoint that you looked at yesterday. If you feel this is ok to share with PS Singh, I think it might be helpful in framing the discussion.

I've also attached the year-at-a-glance calendar I made for the PS. Again, maybe premature to share it but I think it might be helpful to her and her team to get a sense of the bigger picture. I'd be comfortable going over it with her on Friday if you are.

Thanks!

Alison

## RE: Legislation Agenda

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Fyfe, Richard J AG:EX, Alagaratanam, Suhan Kumar AG:EX  
Sent: February 12, 2021 2:08:30 PM PST

Thanks - I am coordinating with JSB to have it added.

-M

-----Original Message-----

From: Fyfe, Richard J AG:EX <Richard.Fyfe@gov.bc.ca>  
Sent: Friday, February 12, 2021 2:04 PM  
To: Alagaratanam, Suhan Kumar AG:EX <SuhanKumar.Alagaratanam@gov.bc.ca>  
Cc: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
Subject: Re: Legislation Agenda

Thanks, I don't see it on the list. We will need to follow up with Cheryl to have it added to this list since the Premier has indicated that it will be passed before the end of the year.

Richard J.M. Fyfe QC  
Deputy Attorney General  
Ministry of Justice and Attorney General Tel. (250) 356-0149

This communication (both the message and any attachments) is confidential and may be protected by solicitor-client privilege. It is intended only for the use of the person or persons to whom it is addressed. Any distribution, copying or other use by anyone else is strictly prohibited. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.

On Feb 12, 2021, at 2:01 PM, Alagaratanam, Suhan Kumar AG:EX <SuhanKumar.Alagaratanam@gov.bc.ca> wrote:

Hi Richard,

Please see attached is what you approved today.

Suhan

-----Original Message-----

From: Fyfe, Richard J AG:EX <Richard.Fyfe@gov.bc.ca>  
Sent: Friday, February 12, 2021 1:45 PM  
To: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>;  
Alagaratanam, Suhan Kumar AG:EX <SuhanKumar.Alagaratanam@gov.bc.ca>  
Subject: Legislation Agenda

Was the Anti Racism Data in our legislation list that I approved today?  
If not we need to add it.

Richard J.M. Fyfe QC  
Deputy Attorney General  
Ministry of Justice and Attorney General Tel. (250) 356-0149

This communication (both the message and any attachments) is confidential and may be protected by solicitor-client privilege. It is intended only for the use of the person or persons to whom it is addressed. Any distribution, copying or other use by anyone else is strictly prohibited. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.

<2021 Legislative Agenda.docx>

## For DAG Info: AG Legislation Agenda

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Fyfe, Richard J AG:EX  
Cc: Alagaratanam, Suhan Kumar AG:EX  
Sent: February 12, 2021 2:45:29 PM PST

Hi Richard, Please see below.

Thanks,  
-M

-----Original Message-----

From: Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
Sent: Friday, February 12, 2021 2:41 PM  
To: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
Cc: Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
Subject: Re: AG Legislation Agenda

Yes Maya, we are aware. There is some paperwork we will need to do and work with the the Anti-Racism team. Likely next week. We are on it.

Sent from my iPhone

On Feb 12, 2021, at 2:07 PM, Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca> wrote:

Hi Paul, thank you. We will need to have it added to this list since the Premier has indicated that it will be passed before the end of the year. The Deputy has just flagged. Could I assist in coordinating?

-M

-----Original Message-----

From: Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>  
Sent: Friday, February 12, 2021 2:01 PM  
To: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>; Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
Subject: RE: AG Legislation Agenda

We sent up a list for the discussion on Tuesday - not sure about what you mean by approval but Anti-Racism data is not on there yet but will presumably once that gets sorted out. Discussions ongoing.

-----Original Message-----

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
Sent: February 12, 2021 1:57 PM  
To: Craven, Paul AG:EX <Paul.Craven@gov.bc.ca>; Sandstrom, Kurt AG:EX <Kurt.Sandstrom@gov.bc.ca>  
Subject: AG Legislation Agenda

Hi Paul, and Kurt

Was the Anti Racism Data in our legislation list that the Deputy approved today?

Thanks,  
-M

## Questions from Haiqa re. Issue Notes

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Dudley, Alison TACS:EX  
Cc: May, Cheryl OHCS:EX  
Sent: February 23, 2021 10:23:04 AM PST

Hello Alison, please see Haiqa's e-mail below, please could you advise?

Thanks very much,  
-M

---

**From:** Cheema, Haiqa AG:EX <Haiqa.Cheema@gov.bc.ca>  
**Sent:** Tuesday, February 23, 2021 10:19 AM  
**To:** Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
**Subject:** Questions for Alison  
**Importance:** High

Hi Maya,

I am editing some issues note for MDE and needed to clarify some things from Alison. I need these answered asap to get it to our issues manager

1. Is it accurate that we are supporting and expanding projects in 40 communities through Resilience BC Network?
2. Are we doubling this year's funding for Resilience BC? I see that a request was made to the TB. What is the status on it? MDE was actually wondering about the backstory. Was there a rise in applications for us to be requesting money? Or are organizations are more in need and requesting more?
3. How does the anti-racism funding compares to what it was in July 2017. Both the original Resilience BC budget from last year and the increased budgeted during Covid
4. When exactly was the anti-hate and anti-racism working group established?
5. I have gotten a list of organizations for the grant program (thank you!). How long does it take between PS approving it to organizations getting the money

Cheers,

**Haiqa Cheema** (She/her)  
Ministerial Advisor to the Honourable David Eby  
Attorney General of British Columbia  
Minister of Housing  
Cell: (778) 676 0480



## RE: Questions for Alison

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Cheema, Haiqa AG:EX  
Sent: February 23, 2021 10:28:33 AM PST

Thanks Haiqa, I have passed along your questions to Alison.

-M

---

**From:** Cheema, Haiqa AG:EX <Haiqa.Cheema@gov.bc.ca>  
**Sent:** Tuesday, February 23, 2021 10:19 AM  
**To:** Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
**Subject:** Questions for Alison  
**Importance:** High

Hi Maya,

I am editing some issues note for MDE and needed to clarify some things from Alison. I need these answered asap to get it to our issues manager

1. Is it accurate that we are supporting and expanding projects in 40 communities through Resilience BC Network?
2. Are we doubling this year's funding for Resilience BC? I see that a request was made to the TB. What is the status on it? MDE was actually wondering about the backstory. Was there a rise in applications for us to be requesting money? Or are organizations are more in need and requesting more?
3. How does the anti-racism funding compares to what it was in July 2017. Both the original Resilience BC budget from last year and the increased budgeted during Covid
4. When exactly was the anti-hate and anti-racism working group established?
5. I have gotten a list of organizations for the grant program (thank you!). How long does it take between PS approving it to organizations getting the money

Cheers,

**Haiqa Cheema** (She/her)  
Ministerial Advisor to the Honourable David Eby  
Attorney General of British Columbia  
Minister of Housing  
Cell: (778) 676 0480

## FW: PSS engagement powerpoint - please review

---

From: May, Cheryl OHCS:EX <Cheryl.May@gov.bc.ca>  
To: Dudley, Alison TACS:EX  
Sent: February 25, 2021 7:20:32 AM PST  
Attachments: image001.png

Look really good – please proceed.

Thanks,  
Cheryl

---

**From:** Dudley, Alison TAC:EX  
**Sent:** February 25, 2021 7:12 AM  
**To:** May, Cheryl OHCS:EX  
**Subject:** PSS engagement powerpoint - please review

Hi Cheryl: Can you please take a look at this updated version of the powerpoint presentation for PSS and advise if it looks ok to you? I've modified the timeline further by lifting some of the CITZ items – please take a look and advise if you're ok with the level of detail that's still in there.

I meant to ask you if we should also provide PSS with an accompanying DN so she can officially sign off on the plan – I could either do this today in advance of the meeting or follow up by sending her one after the meeting. Technically she's approved that other high level plan so a new DN might be redundant, but it still might be useful to have another layer of formality on this one.

If it looks ok, are you ok with me sending this to Maya to give to the DAG and MO in advance?

Thanks!  
Alison

---

**From:** Dudley, Alison TAC:EX  
**Sent:** February 25, 2021 7:07 AM  
**To:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>; Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>; Chu, Timothy GCPE:EX <[Timothy.Chu@gov.bc.ca](mailto:Timothy.Chu@gov.bc.ca)>; Schollen, Tasha GCPE:EX <[Tasha.Schollen@gov.bc.ca](mailto:Tasha.Schollen@gov.bc.ca)>; Wright, Brendan GCPE:EX <[Brendan.Wright@gov.bc.ca](mailto:Brendan.Wright@gov.bc.ca)>; Naidu, Mita GCPE:EX <[Mita.Naidu@gov.bc.ca](mailto:Mita.Naidu@gov.bc.ca)>  
**Cc:** Mannix, Stephanie L TAC:EX <[Stephanie.Mannix@gov.bc.ca](mailto:Stephanie.Mannix@gov.bc.ca)>; Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>; Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>; Matheson, Angela CITZ:EX <[Angela.Matheson@gov.bc.ca](mailto:Angela.Matheson@gov.bc.ca)>; [julia.miraflores@canada.ca](mailto:julia.miraflores@canada.ca); Singh, Milan TAC:EX <[Milan.Singh@gov.bc.ca](mailto:Milan.Singh@gov.bc.ca)>

**Subject:** RE: Engage website template

Hi everyone:

Here is an updated version of the powerpoint that we'd like to show to PS Singh tomorrow. Could GCPE folks all please take a look and advise if this looks ok to you? Happy to set up a meeting today if you think this needs more discussion. Please flag if you do.

Note that this version still needs to be run by Cheryl and Hayden for approval so there may be some tweaking to come.

Thanks!

Alison

**Alison Dudley**

Executive Director | Multiculturalism and Anti-Racism Branch | Ministry of Attorney General and Minister Responsible for Housing

Suite 301 – 865 Hornby St., Vancouver, BC V6Z 1T9

*Territories of the xʷməθkʷəy̓əm (Musqueam), skwxwú7mesh (Squamish), and selilwitulh (Tsleil Waututh) peoples*

Email: [Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca); Cell: 236-818-1150; [www.resiliencebcnetwork.ca](http://www.resiliencebcnetwork.ca)



---

**From:** Dudley, Alison TAC:EX  
**Sent:** February 24, 2021 3:42 PM  
**To:** Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>; Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>; Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>

**Cc:** Massoud, Simone CITZ:EX <Simone.Massoud@gov.bc.ca>; Mannix, Stephanie L TAC:EX <Stephanie.Mannix@gov.bc.ca>; Chu, Timothy GCPE:EX <Timothy.Chu@gov.bc.ca>; Schollen, Tasha GCPE:EX <Tasha.Schollen@gov.bc.ca>; Wright, Brendan GCPE:EX <Brendan.Wright@gov.bc.ca>; Naidu, Mita GCPE:EX <Mita.Naidu@gov.bc.ca>

**Subject:** RE: Engage website template

Thanks very much Erin.

All: confirming the text on our Teams site is the same as the suggested text below.

---

**From:** Klingmann, Erin CITZ:EX <Erin.Klingmann@gov.bc.ca>

**Sent:** February 24, 2021 3:05 PM

**To:** Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>; Seiterle, Dominic CITZ:EX <Dominic.Seiterle@gov.bc.ca>; Assaf, Kathleen CITZ:EX <Kathleen.Assaf@gov.bc.ca>

**Cc:** Massoud, Simone CITZ:EX <Simone.Massoud@gov.bc.ca>; Mannix, Stephanie L TAC:EX <Stephanie.Mannix@gov.bc.ca>; Chu, Timothy GCPE:EX <Timothy.Chu@gov.bc.ca>; Schollen, Tasha GCPE:EX <Tasha.Schollen@gov.bc.ca>; Wright, Brendan GCPE:EX <Brendan.Wright@gov.bc.ca>; Naidu, Mita GCPE:EX <Mita.Naidu@gov.bc.ca>

**Subject:** RE: Engage website template

Yes, I posted a clean version of the deck, along with a pdf of the Notes view (so you can see the detailed notes under each slide).

Erin

---

**From:** Dudley, Alison TAC:EX <Alison.Dudley@gov.bc.ca>

**Sent:** February 24, 2021 2:54 PM

**To:** Seiterle, Dominic CITZ:EX <Dominic.Seiterle@gov.bc.ca>; Klingmann, Erin CITZ:EX <Erin.Klingmann@gov.bc.ca>; Assaf, Kathleen CITZ:EX <Kathleen.Assaf@gov.bc.ca>

**Cc:** Massoud, Simone CITZ:EX <Simone.Massoud@gov.bc.ca>; Mannix, Stephanie L TAC:EX <Stephanie.Mannix@gov.bc.ca>; Chu, Timothy GCPE:EX <Timothy.Chu@gov.bc.ca>; Schollen, Tasha GCPE:EX <Tasha.Schollen@gov.bc.ca>; Wright, Brendan GCPE:EX <Brendan.Wright@gov.bc.ca>; Naidu, Mita GCPE:EX <Mita.Naidu@gov.bc.ca>

**Subject:** RE: Engage website template

Thanks Dominic. Erin: are you working on anything further? I don't see anything on our Teams site.

Dominic and Simone: Here's what I would suggest as a draft. Please provide input if you think this looks ok. I'm also copying Tim and Tasha from our GCPE to keep them in the loop. Tim and Tasha: this is proposed text for a preliminary website on PS Singh's anti-racism engagement – please jump in if any flags – you too Kathleen and Erin.

*Title: Anti-Racism Engagement*

*In November 2020, MLA Rachna Singh was appointed BC's first Parliamentary Secretary for Anti-Racism Initiatives. Two of her key mandate commitments are to:*

- Work with B.C.'s new Human Rights Commissioner and other stakeholders to introduce legislation that will help reduce systemic discrimination and pave the way for race-based data collection essential to modernizing sectors like policing, health care and education.*
- Conduct a full review of anti-racism laws in other jurisdictions and launch a stakeholder consultation to inform the introduction of a new Anti-Racism Act that better serves everyone in B.C.*

*In the coming weeks, Parliamentary Secretary Singh will be engaging in pre-consultation outreach to rights holders and other key stakeholders, which will inform approaches for further public engagement on these two important initiatives. Please register here if you are interested in receiving updates about these initiatives.*

Name

Organization

Email

Telephone

Primary Interest (Check one or both): Race-based Data Collection; Anti-Racism Act

**Alison Dudley**

Executive Director | Multiculturalism and Anti-Racism Branch | Ministry of Attorney General and Minister Responsible for Housing

Suite 301 – 865 Hornby St., Vancouver, BC V6Z 1T9

Territories of the xʷməθkʷəy̓əm (Musqueam), skwxwú7mesh (Squamish), and selilwitulh (Tsleil Waututh) peoples

Email: [Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca); Cell: 236-818-1150; [www.resiliencebcnetwork.ca](http://www.resiliencebcnetwork.ca)

---

**From:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>

**Sent:** February 24, 2021 2:09 PM

**To:** Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>; Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>;  
Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Cc:** Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>

**Subject:** RE: Engage website template

Hi-

Please send me the location to Teams where this is being iterated.

Thank you, kindly.

Cheers,

Dominic

---

**From:** Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>

**Sent:** February 23, 2021 9:30 AM

**To:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Cc:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>; Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>;  
Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>

**Subject:** RE: Engage website template

Will do. One suggestion: there is a lot of information being included in this deck, both on the slides and in the notes. It might be better to switch to a document format, which could be shared beforehand, and save the deck for visuals (timelines, graphs, 1-2 word bullets).

Just a thought.

Erin

---

**From:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Sent:** February 23, 2021 8:08 AM

**To:** Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>; Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>

**Cc:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>; Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>

**Subject:** RE: Engage website template

Thanks all. I put some suggested web content in the powerpoint we're doing for Friday. Erin: can you please take a look and build on that?

---

**From:** Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>

**Sent:** February 23, 2021 7:59 AM

**To:** Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>

**Cc:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>; Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>;  
Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>

**Subject:** RE: Engage website template

Thank you very much, Simone! I believe Erin can start on web copy that we'll iterate on with AG and then GDX. Good point about the branding and thanks for your ongoing help.

K.

---

**From:** Massoud, Simone CITZ:EX <[Simone.Massoud@gov.bc.ca](mailto:Simone.Massoud@gov.bc.ca)>

**Sent:** February 22, 2021 4:05 PM

**To:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>; Assaf, Kathleen CITZ:EX <[Kathleen.Assaf@gov.bc.ca](mailto:Kathleen.Assaf@gov.bc.ca)>;  
Klingmann, Erin CITZ:EX <[Erin.Klingmann@gov.bc.ca](mailto:Erin.Klingmann@gov.bc.ca)>

**Cc:** Seiterle, Dominic CITZ:EX <[Dominic.Seiterle@gov.bc.ca](mailto:Dominic.Seiterle@gov.bc.ca)>

**Subject:** Engage website template

Hello again,

Attached is our website template that helps direct the drafting of web copy. For the purposes of this project I think we will have 1 page (maximum two) for now until the process is better defined and announced. The copy may need to be rejigged a little to fit with our more modern template but reviewing this document and starting to think about what you want on the homepage will be a start.

Here are some examples of our more modern template:

<https://engage.gov.bc.ca/recoveryideas/>

<https://engage.gov.bc.ca/addressingracism/>

Happy to work directly with whomever is going to take the lead on this piece.

Also something to think about is branding. Alison has shared with me what has been used for multiculturalism initiatives in the past but we will probably need to get a graphics request in which I can take the lead on.

Take care,

**Simone Massoud**

Citizen Engagement Planner

GDX – Government Digital Experience Division

Tel: 778-698-8327 | Cel: 778-584-2685

## Material 1 pm - Bi-Weekly Meeting with PS Singh

---

From: Engelbrecht, Maya AG:EX <Maya.Engelbrecht@gov.bc.ca>  
To: Milne, Gala AG:EX, Cheema, Haiqa AG:EX, Chu, Timothy GCPE:EX, May, Cheryl OHCS:EX, Dudley, Alison TACS:EX  
Sent: February 26, 2021 9:02:11 AM PST  
Attachments: PS Singh Agenda - February 26.pdf, PSS\_Anti Racism Engagement Proposal\_Feb 25.pptx

Good morning, everyone.

Please find attached material for today's 1 pm meeting, as follows:

1. Agenda
2. PP Presentation – Anti-Racism Engagement Proposal

Thank you.

Best Regards,  
Maya Engelbrecht  
Manager, Executive Operations  
Deputy Attorney General's Office, Ministry of Attorney General  
PO Box 9290 Station Provincial Government  
Victoria, BC V8W 9J7  
Phone: 778-974-3796

*This message, including any attachments to it, is not to be disclosed outside of the Provincial Government without prior written approval from the Ministry of Attorney General. If you have received this communication in error, please destroy the email message and any attachments immediately and notify me by telephone or by email.*

## FW: mandate scoping

---

From: Papadopoulos, Nikki OHCS:EX <Nikki.Papadopoulos@gov.bc.ca>  
To: Papadopoulos, Nikki OHCS:EX <Nikki.Papadopoulos@gov.bc.ca>  
Sent: April 12, 2021 1:11:36 PM PDT  
Attachments: image003.jpg

**From:** May, Cheryl OHCS:EX

**Sent:** January 7, 2021 10:53 AM

**To:** Ramsay, Launa P OHCS:EX

**Subject:** FW: mandate scoping

Could you put these 3 scoping documents with the rest so I have them in one spot please.

Thanks,

Cheryl

---

**From:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Sent:** January 5, 2021 5:23 PM

**To:** May, Cheryl OHCS:EX <[Cheryl.May@gov.bc.ca](mailto:Cheryl.May@gov.bc.ca)>

**Subject:** RE: mandate scoping

Hi again Cheryl:

Are these the documents that you were referring to? If so, here are documents that Paul Craven's team developed for the Anti-Racism Act and Race-based data legislation. I've also attached the document that my team put together for the Japanese-Canadian recognition mandate commitment that I believe is coming with us. (Apologies, I spaced when you asked me about these yesterday but realize it must be these – let me know if these aren't them.)

Cheers,

Alison

**Alison Dudley**

Executive Director | Multiculturalism Branch | Ministry of Attorney General and Minister Responsible for Housing  
Suite 301 – 865 Hornby St., Vancouver, BC V6Z 1T9

*Territories of the xʷməθkʷəy̓əm (Musqueam), skwxwú7mesh (Squamish), and selilwitulh (Tsleil Waututh) peoples*

Email: [Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca); Cell: 236-818-1150; [www.resiliencebcnetwork.ca](http://www.resiliencebcnetwork.ca)



---

**From:** May, Cheryl OHCS:EX <[Cheryl.May@gov.bc.ca](mailto:Cheryl.May@gov.bc.ca)>

**Sent:** January 5, 2021 12:55 PM

**To:** Dudley, Alison TAC:EX <[Alison.Dudley@gov.bc.ca](mailto:Alison.Dudley@gov.bc.ca)>

**Subject:** mandate scoping

Hi Alison,

I met with Kurt Sandstrom this morning and he indicated that his area would continue to support the work on the anti-racism legislation that you are now leading which is great, particularly on the legislative side as we will need some central leg shop support as this moves forward. He also thought that Paul would have done the mandate scoping documents for the PO that I was asking about. Can you please connect with Paul and get copies of those documents? We should definitely see them.

As well, it may be helpful over time for you and Paul to have some conversations and agreement about roles and responsibilities– I find every ministry does legislation a bit differently and the role of a legislative shop varies considerably so better to have those conversation early.

Thanks,

Cheryl

Cheryl May

Acting Associate Deputy Minister

Housing, Construction Standards, and Multiculturalism

Ministry of Attorney General and Minister Responsible for Housing

(250) 812-3345