

DAISY WRIGHT



June 14, 2021

Regional Councillors
City Councillors
City of Brampton
2 Wellington Street
Brampton, ON
L6Y 4R2

Dear Councillors,

The narrative below explains the basis for my support of the **HR Data Collection** Motion put forth by Councillor Charmaine Williams.

My family and I have been residents of Brampton ever since we arrived in Canada 32 years ago. In fact, we landed in the summer of 1988, and returned permanently in 1989, when our daughter was four and our son was seven months.

One of the first things we did as parents when the children became of age, was to enroll them in the various programs and activities offered by the City. As they grew, we enrolled them in the 3-Level Leadership training that was current at the time. In addition, my daughter played soccer for several years and my son played Rep Baseball and Rep Basketball for many years. In an effort to 'lead by example' for the children, I engaged in volunteer activities including becoming a member of the now defunct Inclusion & Equity Committee and the University Blue Ribbon Panel.

I have said all of the above to demonstrate my own, or may I say, my family's commitment to the City of Brampton. That said, one of my major concerns has been the fact that even after 30+ years of living in Brampton, the Corporation still does not reflect the racial makeup of the community, and it hasn't been for lack of trying by so many individuals.

My daughter is a prime example. As the attached fax cover page and letter shows, she has been trying to get a job at the City for **half her life**, since she was 17 years old and attending university. Having tried all avenues, she sent the attached letter to our late Councillor John Hutton. Still nothing happened. Not even one phone-screening interview, much less an in-person one! Obviously, she didn't sit around waiting for a City job to fall in her lap, but ever so often, when jobs are posted, she continues to submit applications to no avail.

Lest you get the wrong impression, as her mother, I am not expecting any favours for her, or for that matter, any other Black person seeking employment with the City. As a People, and contrary to what some people believe, we are not looking for handouts. What we want is to be able to compete equally

with other applicants. But the ability to compete cannot happen if one whole segment of the City's demographic is not even being selected for interviews.

One former senior leader in the then CAO's office at the City, told me once that "The City only hires the most qualified candidate." I told her I was tired of such a feeble excuse, where people insinuate that there were / are no 'qualified Black candidate', or where they misconstrue DEI efforts as 'giving a handout' to Black people. I also told her that nepotism was a fixture in hiring at the City and that was the major problem preventing highly qualified candidates from being hired.

Even though in recent years, the number of Black staff has increased minimally, they are usually placed in low-level positions where they languish, with no clear path to career advancement. As a result, they are almost never in the funnel for supervisory, managerial and senior management opportunities. Some who have been bold in indicating their willingness to step up have had their ambitions stifled after hitting the proverbial 'concrete wall'. They either stopped trying, or they leave and that's sad.

As mentioned above, I was a member of the Inclusion & Equity Committee. While it was a great initiative, not much was accomplished over the 2.5 years, except to set in motion a call to hire D&I experts to look into systemic hiring practices at the City. That was how CCDI became a part of the process and issued its report.

However, when the Brampton Guardian published an [article](#) in August 2018, suggesting that the I&E Committee was "plagued by attendance issues", I responded as the attached shows. It wasn't so much about attendance issues, but more about the lack of commitment the process by some members. Some stopped attending altogether.

Systemic change needs to happen at the City, but it can only happen when DEI (diversity, equity and inclusion), is treated as a priority and become an integral part of the Corporation's strategy. This should start with a review of the Corporation's hiring practices and identify where the bottlenecks are.

As Councillors you can do your part. I urge you all to support Councillor William's Motion, setting the stage for meaningful systemic change at the City of Brampton.

Sincerely,

Daisy Wright

Daisy Wright

Copy: Mayor Patrick Brown
City Clerk's Office

Enclosures:

1. Daughter's Job Application
2. Letter to the Guardian

FAX

TO:	Councillor John Hutton	City of Brampton
FROM:	Damali Wright, Snelgrove	
DATE:	April 3, 2006	
SUBJECT:		
FAX NO.	(905) 874-2644	
Total # of Pages:	4 (including cover page)	

MESSAGE:

Please pass the attached to Mr. John Hutton.

Thanks.

Damali Wright

Damali Wright

DAMALI S. L. WRIGHT

April 3, 2006

Mr. John Hutton
Councillor
City of Brampton
2 Wellington Street West
Brampton, Ontario

Dear Mr. Hutton:

I have been trying since 2003, to obtain employment with the City of Brampton, in a customer service, front desk, information clerk or office support position, but without success. I have applied online, dropped off my resume at Wellington Street, South Fletcher Recreation Centre as well as 150 Central Park Drive and have never been contacted.

I am currently in my 3rd year at York University, and have lived in Brampton for the past 17+ years. I attended the Town Hall meeting held in Council Chambers last week and spoke about the lack of recreational facilities and programs for the young people in my area of Snelgrove. I believe I have a lot to contribute to the initiatives that the City is working on with respect to recreation and culture in Brampton, and would welcome an opportunity to work in some capacity where my skills could be used. I would appreciate if you could kindly direct the enclosed résumé to someone in an area that could use my skills for the summer.

Thanks very much for your time and attention. I do look forward to hearing from you.

I can be reached at _____ or by email at _____

Sincerely



Damali Wright

Enclosure

Dear Editor,

I am responding to Graeme Frisque's piece on "Brampton Inclusion and Equity Committee plagued by attendance issues."

As someone who was a member of the I&E Committee, and who missed two meetings over the course of 2½ years, I agree that there were attendance issues, but this should not diminish the work of the core group that regularly attended meetings. Some of us even attended subcommittee meetings to further the work of the Committee.

The concept of diversity, or inclusion and equity is not a very comfortable topic to discuss, and sometimes, the mere mention of the terms, sends shivers down some people's spine or elicit snide remarks. As such, it's easy for interest to wane, especially if some people believe the topic isn't important or doesn't affect them.

I applied to be on the Committee because I noticed that the City of Brampton was not reflective of the community it serves, and I wanted to be one of the voices at the table. Since I was not sure if I would be selected, I decided ahead of time to bring a list of personal and community concerns that I wanted addressed when the Committee was struck. Some of my points stated that:

- Brampton's diversity was not reflected/represented at the table within the Corporation.
- The City should create a culture of inclusion and equity where employees feel they not only have a seat at the table but that their contributions/voices are heard and taken seriously.
- The City should adopt an "equity lens" in its policies, programs, business and hiring practices, ensuring they meet the inclusion & equity test.
- Conduct a staff diversity survey.
- Utilize various communication channels to promote opportunities within the City.

Those are some of the issues discussed at the meetings. It's easy to focus on the lack of quorum at some of these meetings, but let's pay homage to the work that was done that culminated in the referenced report. While Council was kept abreast of the work of the Committee by City Staff, quorum or not, I hope that the new Council will take this matter seriously and ensure that the recommendations are implemented and not left to gather dust.

I hope this letter will be given as much prominence as the article.

Sincerely,

Daisy Wright

D. VICTORIYA WRIGHT

June 14, 2021

City of Brampton
2 Wellington Street
L6Y 4R2

Dear Councillor Palleschi and Councillor Whillans,

Being a racialized minority from the Black community, a woman and a Brampton Citizen, I am writing to express my frustration in the lack of opportunities for gainful employment at the City of Brampton.

My mother, Daisy Wright, found a letter written in 2003 faxed to then city councillor John Hutton expressing the difficulty in finding work at the City and I am absolutely dismayed to know in 2021 seventeen years later, myself and my community are still facing the same lack of opportunities.

It is shocking to see that City staff doesn't reflect the mosaic of Brampton and it's even more disappointing to know that the barriers to employment for Blacks in Brampton still exists.

My ask is that there be an investigation launched within the HR department as well as at the Senior Management level to determine discriminatory and/or ineffective hiring practices. Second, that the HRMS and applicant tracking system be updated to adhere to the city's diversity and inclusion commitment. Third, that a recruitment drive be held for the Black citizens of Brampton as soon as possible. Lastly, that we see Blacks reflected in positions of leadership and at the Senior Management level.

We are not asking for jobs to be handed to us. What we are asking for is a fair opportunity to be considered and an equitable process. As a constituent of your Ward, I do hope you will act on this immediately.

Sincerely,

Damali-Victoriya Wright