

Journeywomen Ventures Ltd.
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September 18, 2000

Nelson City Council
502 Vernon Street
Nelson, British Columbia V1L

Dear Council members:

I recently received a copy of your draft policy on Hiring - Affirmative Action & Equal Opportunity. To one who has been actively involved in this field for close to 20 years, the policy appears extremely outdated even before you begin.

I have faxed you the discussion paper I was recently contracted to write for the Columbia Basin Trust, and am forwarding some other material that may give you a sense of the kind of language and clauses in use elsewhere in the country.

It is important for you to understand that:

- setting an appropriate policy is only the beginning of an effective Employment Equity Plan in Canada
- it is an essential foundation element that may assist you to avoid discrimination in the future
- that developing a comprehensive EE Plan which includes educating yourselves on the issue takes knowledge and commitment

If you are serious about going ahead with the development of a policy and plan that will assist you to successfully integrate your workforce, I would be most pleased to accept a contract to assist you.

Sincerely,

Marcia Braundy
Principal,
Journeywomen Ventures Ltd.

Attach. 3
