



Ministry of
Citizens' Services

Anti-Racism Data Committee

ARdC Welcome Package





Contents

Welcome from the Minister and Parliamentary Secretary for Anti-Racism Initiatives.	2
Introduction	4
Role of the Anti-Racism Data Committee.	6
ARdC's Eight Guiding Principles	6
ARdC's Scope of Work.	6
Advising Role.	7
Data Standards	7
Data Directives.	7
Research Priorities.	8
Release of Statistics	8
Year One: Anticipated Topics for ARdC meetings	8
ARdC Context and Alignment	10
Fig 1. ARdC Roles and Responsibilities Diagram	10
ARdC Secretariat.	10
Key Contacts for the ARdC Secretariat	11
Remuneration, Per diems and Expenses	12
Media Inquiries	12
Quick Reference Resources	12
Support Network	13
Appendix A Anti-Racism Data Committee	
Terms of Reference	15
Appendix B Ministry of Citizens' Service and Attorney General.	20
Fig 2. ARDA Implementation Organizational Chart	20
Appendix C ARdC Member Bios	23
Appendix D Governing in the Public Interest: Principles, Characteristics and Examples.	26
Appendix E Guidance on ARdC Per Diems and Expenses.	29
Endnotes	32

Welcome

From the Minister + Parliamentary Secretary for Anti-Racism Initiatives

Welcome and thank you for joining B.C.'s first Anti-Racism Data Committee. As passionate advocates and leaders from across the province, your voice will be a key part in the fight against systemic racism.

Your commitment to helping us shape how we move forward under the Anti-Racism Data Act will be invaluable to make improvements in the way we gather and use data safely, prevent future community harms and guide us as we collaborate on key research priorities. By shedding light on these issues, we can make changes to government programs and services to better meet the needs of Indigenous, Black and other racialized communities.

We are grateful for your desire to bring meaningful and lasting change to the people of B.C. and look forward to working with you. Together, we can build a better, more equitable province for everyone.



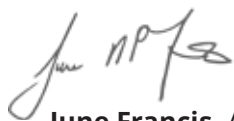
Lisa Beare, Minister of Citizens' Services



Rachna Singh,
Parliamentary Secretary for Anti-Racism Initiatives

From the ARdC Chair + Director of Statistics

I look forward to chairing this important committee. The mandate and work of the anti-racism data committee will be critical to achieving the aspirations of the Act. Harnessing our collective experience, expertise, and insights and that of the communities we serve will provide us with the wisdom needed to guide data collection practices and priorities. We have been charged with important responsibilities and I know we will work hard to do our part in ensuring the promises made to address systemic racism and racial equity gaps in service in the public sector are realized.



June Francis, ARdC Chair

Thank you for joining the Anti-Racism Data Committee to engage and collaborate on how we can safely collect and use data to shine a light on racial inequities and dismantle systemic racism in government programs and services. As one of the first initiatives under the Anti-Racism Data Act, this committee represents a commitment to ongoing involvement by Indigenous and racialized people in everything we do under the legislation - whether that is setting anti-racism research priorities, establishing direction on culturally safe data collection or reviewing statistics prior to their release to ensure communities do not experience harm. I applaud your eagerness to be a part of this important team that will help dismantle racism in government programs and services and advance racial equity throughout B.C.



Hayden Lansdell, Director of Statistics

Introduction

The [Anti-Racism Data Act](#) (ARDA)¹ became law in B.C. on June 2, 2022. ARDA will support the collection and use of information that helps government identify racial inequities and begin to dismantle systemic racism in its services and programs.

The legislation was informed by extensive engagement with racialized communities, including Indigenous, Black and other people of colour. Government worked in partnership with racialized communities and Indigenous leadership to ensure that their experiences and expertise helped shape the legislation. It is one of the first pieces of legislation to be co-developed with Indigenous Peoples under the Declaration on the Rights of Indigenous Peoples Act.



The ARDA focuses on four key areas:

- 1** Continued consultation and cooperation with Indigenous Peoples in a way that recognizes the unique identity of First Nations and Métis peoples in B.C.

- 2** Working with racialized communities in implementing the legislation, including the creation of an Anti-Racism Data Committee (ARdC) to collaborate with government on how data is collected and used.

- 3** Increasing transparency and accountability while preventing and reducing harms to racialized communities and Indigenous Peoples.

- 4** Requiring government to release data on an annual basis, and to periodically review the Act.

B.C. is also developing a broader Anti-Racism Act that will help make B.C. a safer, more equitable province for everyone, regardless of their race, ethnicity or faith. The engagement approach and the information and experience gained through the work for developing the ARDA will inform the upcoming Anti-Racism Act.

Role of the Anti-Racism Data Committee

ARDA mandates the Minister responsible for the Act to establish a committee to “advise the director of statistics on matters relating to the collection, use and disclosure of information for the purposes of identifying and eliminating systemic racism and advancing racial equity.”

The Anti-Racism Data Committee (ARdC) consists of up to 11 members, including a chair, as established under ARDA and appointed by the Minister responsible for the Act.

ARdC’s Eight Guiding Principles

As set out in [section 26](#)² of the ARDA, the committee’s work is to be carried-out while considering the following eight guiding principles:

1 The identification, prevention, mitigation, and minimization of community harm	2 The privacy and confidentiality of personal information	3 The dignity of individuals and groups of individuals and their experiences and stories	4 Accountability to individuals and groups of individuals who are racialized
5 The integrity of information	6 The respectful relationship of the committee with individuals and groups of individuals	7 Transparency of process	8 The timeliness and accessibility of information

ARdC’s Scope of Work

The committee will collaborate with government and enable meaningful community involvement in development of all data initiatives enabled with:

- data standards
- data directives

The committee will also:

- recommend areas of priority for research
- review statistics and other before publication to assess for potential community harms

Advising role

In addition to the work outlined below, the committee has a broad mandate to advise the Director of Statistics on matters relating to the collection, use and disclosure of information for the purposes of identifying and eliminating systemic racism and advancing racial equity. As such, the committee may put forward additional priorities or areas of work to the Director of Statistics for consideration.

Data Standards

Anti-racism data standards are specifications for types of personal information (variables and values), including qualitative data collected, used, and shared to identify and eliminate systemic racism and advance racial equity.

Data standards define what variables and values of personal information are collected for anti-racism purposes.

A **variable** is any characteristic, number or quantity that can be measured or counted (e.g., age, income, eye colour).

A **value** is the actual number itself or the description associated with a variable (e.g., 38 years old, \$78,000/year, brown).

Data standards define what variables and values of personal information are collected for anti-racism purposes.

Data Directives

Data directives are guidance on how information is to be collected, used and shared to identify and eliminate systemic racism and advance racial equity. Data directives may include mandatory requirements, as well as non-mandatory recommendations, information, and guidance.

Data directives define how government collects, uses, and shares personal information for anti-racism purposes. Specific topics for data directives could include security of information, de-identification of personal information, intersectional analysis of information, culturally safe collection, racially and culturally informed use or disclosure of information.

Research Priorities

Research priorities are specific topics or questions to be examined to help find and eliminate systemic racism and advance racial equity. Research priorities focus on specific sectors of government (education, health, housing etc.) to examine root causes and potential barriers to racial equity in access to those services, or to uncover other factors that could identify or contribute to systemic racism.

The Director of Statistics must establish and publish priorities for research respecting the identification and elimination of systemic racism and the advancement of racial equity in B.C. on or before June 1, 2023 and on or before June 1 in every second year after.

Release of Statistics

The Director of Statistics must publish statistics or other information respecting systemic racism and racial equity in B.C. on or before June 1, 2023 and on or before June 1 in every year after. The ARdC will assist the Director of Statistics by reviewing the statistics or other information before they are published to ensure the information released will not represent harm to any community.

Year One: Anticipated ARdC Meeting Topics

Date	Topic
October 2022	Orientation workshop: Overview of ARDA and use of data in government, purpose and goals of ARdC, cultural safety activity
October (1/2 day)	Population Survey & Cultural Safety
November 2022	Draft Directive on Cultural Safety
December 2022	Review of potential data directives
January 2023	Research Priorities and annual Release of Statistics Discussion
February 2023	No meeting this month
March 2023	Brief on Preliminary Survey results
April 2023	Research Priorities and Release of Statistics review for June 1 release
May 2023	No meeting this month
June 2023	Survey results to frame Data Standards

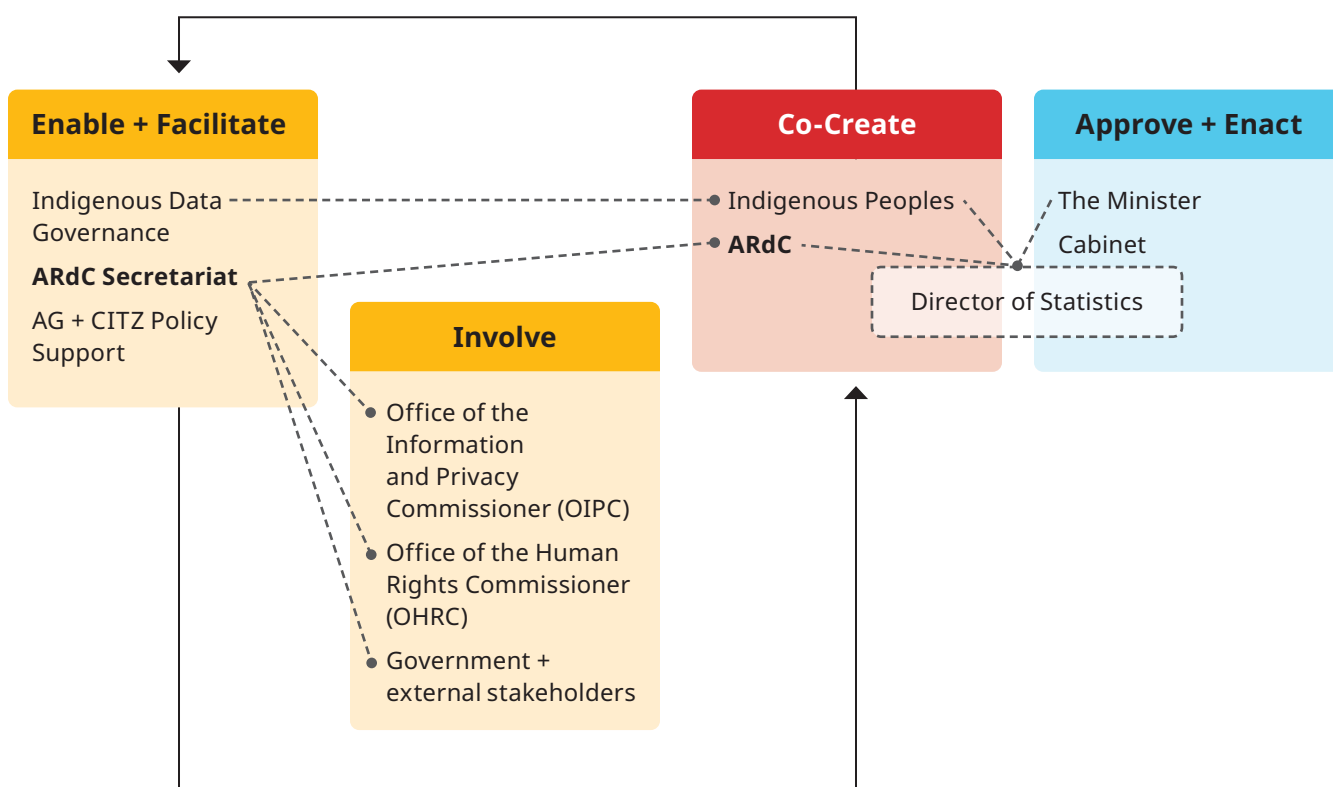
Meetings beyond July 2023 are still to be confirmed.



ARdC Context + Alignment

The implementation of the ARDA will be a consultative and cooperative process between government and key partners including the ARdC and Indigenous partners.

Fig 1. ARDA Roles and Responsibilities diagram



ARdC Secretariat

The Ministry of Citizens' Services will provide support to the committee through the ARdC Secretariat. The Secretariat will act as the liaison for contact between the committee and the B.C. Government and work closely with the ARdC chair and the Director of Statistics to support the members of the committee.

The Secretariat's role includes:

- Organize meetings, including preparing agendas in liaison with the Chair and the Director of Statistics
- Provide an agenda and relevant materials at least three days in advance of the meeting
- Take minutes of the meeting and ensure that required follow up actions are taken
- Advise the Chair on issues relating to the committee and ensure that the Chair is well informed
- Update the Chair on the wider context in which the committee operates and coordinate priorities with other initiatives related to the implementation of the Act, and
- Provide administrative support to the committee as deemed necessary

Key contacts for the ARdC Secretariat

The ARdC Secretariat is available to support you.

Jenny Romero

Director, ARdC Secretariat

T: 250 415 1476

E: jenny.romero@gov.bc.ca

Emily Bruce

Manager, ARdC Secretariat

T: 250 880 2407

E: emily.bruce@gov.bc.ca



Remuneration, Per Diems and Expenses

Committee members will receive remuneration in accordance with the general directives of Treasury Board as outlined in [section 25](#)³ of the Act. ARdC members will also receive per diems and will be reimbursed for reasonable travel and out-of-pocket expenses necessary to participate in ARdC meetings or related business. Committee members are responsible for retaining and providing receipts for reimbursement. See Appendix E for further details.

Media Inquiries

The chair will be a spokesperson for the work of the committee as required.

If the media contact you about the committee and you would like support, guidance or potential amplification please contact Jenny Romero, Anti-Racism Data Committee Secretariat at **(250) 415 1476** or jenny.romero@gov.bc.ca.

Quick Reference Resources

The following are key resources that ARdC members may wish to familiarize themselves with:

- [Anti-Racism Data Act](#)⁴
- [Engagement summary reports](#)⁵
- [Disaggregated Demographic Data Collection in British Columbia: The Grandmother Perspective](#)⁶
- [In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#)⁷
- [Data Innovation Program](#)⁸
- [Statistics Act](#)⁹
- [Statistics Canada Focus on Geography Series, 2016 Census For B.C.](#)¹⁰



Support Network

culturally-unsafe personal experiences of the committee members or those of their friends, family, and community.

There are immediate mental health resources available at:

www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/virtual-mental-health-supports



Appendix

Appendix A

Anti-Racism Data Committee

Terms of Reference

Mandate (Scope and Purpose)

The Anti-Racism Data Committee (the committee) is established pursuant to Part 7 of the Anti-Racism Data Act (the Act). The committee is accountable to the Minister responsible for the Act.

The purpose of the committee is to support government's work to implement the Act and support meaningful community involvement in the development of government's collection, use and disclosure of information for the purposes of identifying and eliminating systemic racism and advancing racial equity.

Roles and Responsibilities

The committee's primary scope of work shall include, but is not limited to, collaborating with the Director of Statistics, so named under the Province's Statistics Act, on:

- The development of proposed anti-racism data standards
- The development of proposed anti-racism data directives
- Recommend areas of priority for research
- Recommend areas and activities of priority for the director in relation to the Act
- Review statistics and other information before publication to ensure information released under section 19 of the act does not cause harms to communities

The Chair of the Committee will:

- Provide leadership for the committee and ensure that the work of the committee is aligned to the Terms of Reference
- Work with the Secretariat and the Director of Statistics to prepare for committee meetings and ensure the proper functioning of the committee
- Facilitate discussion, provide advice and support to committee members;
- Be a conduit between the committee and the Province to collaborate on the development of data initiatives
- Be a spokesperson for the work of the committee as required



The committee's Secretariat will:

- Organize meetings, including preparing agendas in liaison with the Chair and the Director of Statistics
- Provide an agenda and relevant materials at least three days in advance of the meeting
- Take minutes of the meeting and ensure that required follow up actions are taken
- Advise the Chair on issues relating to the committee and ensure that the Chair is well informed
- Update the Chair on the wider context in which the committee operates and coordinate priorities with other initiatives related to the implementation of the Act
- Assist with preparing committee and chair reports
- Provide administrative support to the committee as deemed necessary

The Director of Statistics will:

- Work collaboratively with the committee on shared priorities
- Communicate with the Minister and Parliamentary Secretary on behalf of the committee
- Share with the committee any results of consultations with other individuals or groups on data standards and directives of interest to the committee

The Minister will:

Receive bi-annual updates on the work of the committee by the Chair and/or Director of Statistics.

Membership Composition

The minister may appoint a maximum of 11 members to the committee and appoint a member as the Chair of the committee. As per section 25 of the Act, at least half of the members must be individuals who are racialized.

The committee must include at least one of each of the following as a member:

- a.** An Indigenous person, and to the extent possible membership from First Nations, Métis and Inuit communities
- b.** An individual who represents an organization that supports individuals or groups of individuals who are racialized
- c.** An individual who has anti-racism expertise
- d.** An individual who has data expertise

The committee aims to reflect the diversity of British Columbians without expecting members to represent whole communities.

Accountability

The committee is appointed by the Minister responsible for the Act, and works collaboratively with the Director of Statistics. The committee will have an ongoing role in advising the Director of Statistics and will be accountable to the Minister to ensure its recommendations align with the Act. In carrying out its work, the committee operates within the broad policy direction and budget set by the Ministry of Citizens' Services.

Governance Principles

As per [section 26](#)¹¹ of the legislation, the committee must consider the following principles when carrying out the committee's duties:

- a.** The identification, prevention, mitigation and minimization of community harm
- b.** The privacy and confidentiality of personal information
- c.** The dignity of individuals and groups of individuals and their experiences and stories
- d.** Accountability to individuals and groups of individuals who are racialized;
- e.** The integrity of information
- f.** The respectful relationship of the committee with individuals and groups of individuals
- g.** Transparency of process
- h.** The timeliness and accessibility of information



Appointments and Terms

Members are appointed by the Minister responsible for the Act. Membership is determined in accordance with section 25 of the Act, and appointments will be based on criteria for experience, diversity, and regional representation.

Based on their experience and understanding, the committee may identify potential new members to suggest for the Minister's consideration in appointments. All parties are expected to work collaboratively toward building and maintaining a committee that supports its mandate.

Members may be appointed for an initial term of up to 3 years. Members may be reappointed as a member for an additional term of up to 3 years.

In accordance with section 25(3) of the Act, the Minister will also appoint a chair. The chair may be appointed for an initial term of up to 3 years.

Meetings

Meetings will be held up to six times per year. Meetings may be held in person or virtually. During the inaugural year, additional meetings may be called.

Membership Expectations

Members are expected to:

- Actively participate in training that provides a base-level understanding of data and anti-racism
- Consider the needs of all British Columbians while bringing their own unique perspective and experience
- Exercise due diligence and be prepared for meetings and discussions;
- Consider the racial equity impacts of all activities and decisions
- Be prepared to articulate independent views and provide effective feedback in a respectful manner
- Be respectful of, and remain open to, the views and perspectives of others
- Attend and engage in meetings to the best of their ability and advise the Chair in the event they will be absent
- Membership may be revoked by the Minister upon the recommendation of the Chair and the Director of Statistics

Standards of Conduct

Government appointees are expected to meet high standards of conduct which enhance and maintain public confidence in the operation of B.C.'s public agencies, boards and commissions. In addition to the guiding principles, members must avoid any conflict of interest real or perceived that might impair or impugn the independence, integrity, or impartiality of the committee. Members who are in any doubt must disclose their circumstances and consult with the committee Secretariat.

Communications Protocols

Members must not, either during or following the termination of an appointment, reveal or divulge confidential information (defined as that which cannot be obtained from other sources) received in the course of their duties. If in doubt about what is considered confidential, members should seek guidance from the committee Secretariat. Each member is required to sign an Oath of Confidentiality and may also be required to sign non-disclosure agreements (NDAs) to view and comment on documents that will be cabinet confidential.

Members will remain informed about what is going on in communities and territories, but will not represent Nations, organizations, or political parties. The committee may consult with the public when carrying out their duties.

Budget, Remuneration, and Expenses:

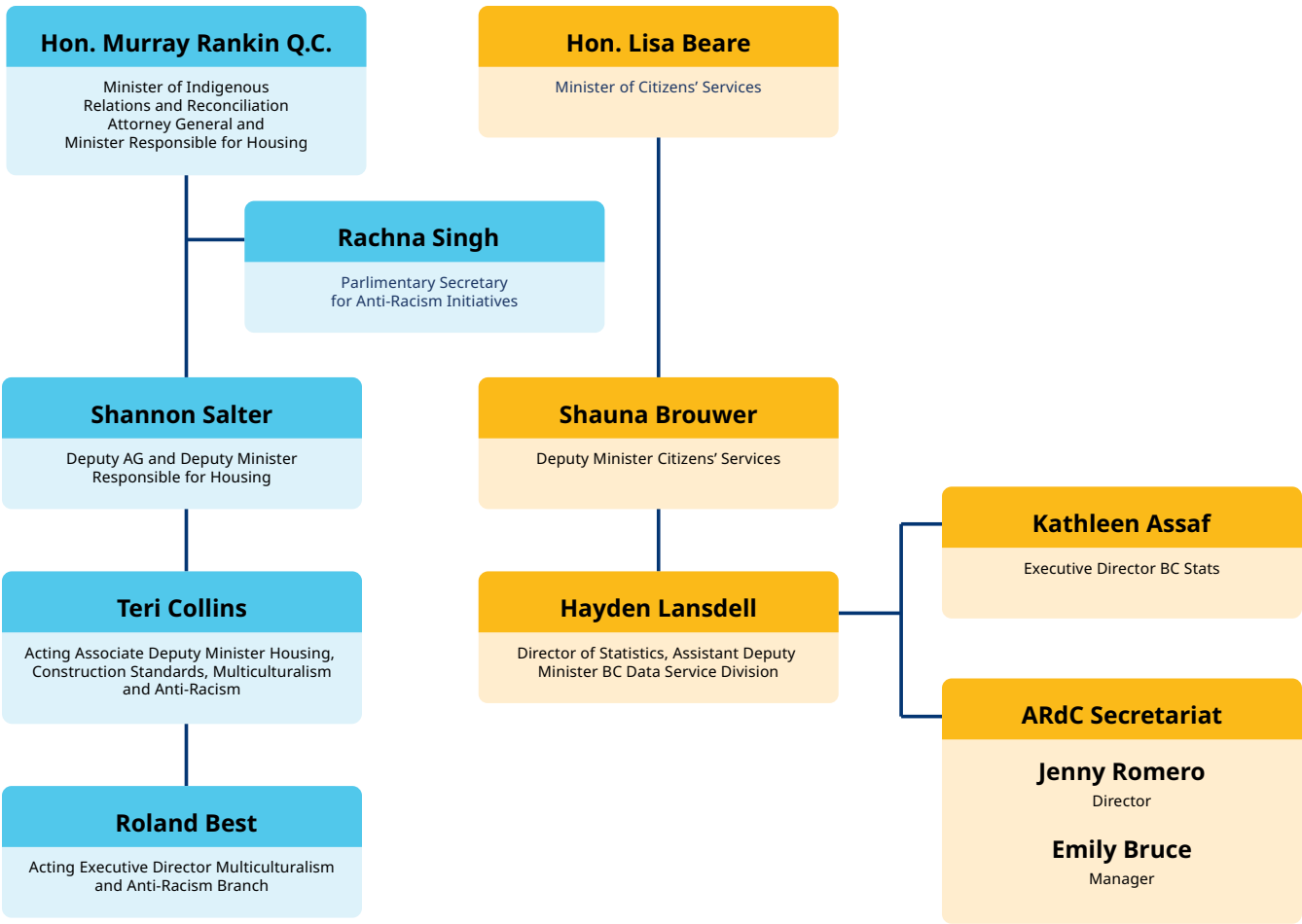
The Ministry of Citizens' Services receives budget for the committee. Remuneration will be paid in accordance with the general directives of Treasury Board as outlined in section 25 of the Act. Remuneration will be provided only to appointees who are not otherwise generally remunerated by their respective employers to provide advice to provincial policy makers.

Travel to participate in committee meetings or related business will be reimbursed in accordance with section 7 of the Treasury Board Directive 2/20; the Minister may reimburse or pay an allowance to members of the committee for reasonable travelling and out-of-pocket expenses necessarily incurred in carrying out their duties.

Appendix B

Ministry of Citizens' Service and Attorney General

Fig 3. ARDA Implementation Organizational Chart





Rachna Singh

**Parliamentary Secretary
for Anti-Racism Initiatives**

Rachna Singh was first elected as MLA for Surrey-Green Timbers in May 2017, and appointment as the Parliamentary Secretary for Anti-Racism Initiatives in November 2020. She was the convener of the Special Committee to Appoint a Police Complaint Commissioner and the Special Committee to Appoint a Conflict of Interest Commissioner.

Rachna moved from India to Canada in 2001 and chose Surrey to build a better life for her young family. She has worked as a drug and alcohol counsellor, a support worker for women facing domestic violence, and a community activist. She has also worked to improve worker's rights as a representative with the Canadian Union of Public Employees. Rachna and her husband have two children.



Lisa Beare

**Minister of
Citizens' Services**

Lisa Beare was first elected as the MLA for Maple Ridge-Pitt Meadows in May 2017. Previously, as the Minister of Tourism, Arts and Culture, she worked to promote and strengthen B.C.'s dynamic tourism industry and the vibrant arts, culture and sport community, to ensure that these sectors continue to thrive throughout the province and are valued and respected internationally.

Lisa grew up in Maple Ridge and is raising a young family in the community. She previously worked as a flight attendant and a commercial pilot. Lisa demonstrated her commitment to

good governance early on, with a diploma in local government management from the University of Victoria.

Long a passionate advocate for social causes and a committed volunteer, Lisa got her start in politics in 2014 when she was elected as a local school board member. Her time on the school board and her own experiences as a mother led her to become an advocate for quality public education for all British Columbians.



Hayden Lansdell

**Assistant Deputy Minister,
BC Data Service**

Hayden Lansdell was appointed Assistant Deputy Minister (ADM) of the BC Data Service (BCDS) on September 12, 2019.

As ADM of BCDS, Hayden leads the work of cross-government approaches to data management and provides corporate leadership, services and policy development that enables government to make informed, evidence-based decisions to enhance service delivery for the people of B.C.

Previously, Hayden was the executive director for strategy at the Ministry of International Trade where he oversaw BC's international marketing activities; he was the communications director at the Ministry of Jobs, Tourism and Skills Training; and he spent eight years in Ottawa leading several regulatory policy and pharmaceutical policy initiatives at both Health Canada and Environment Canada. Hayden joined Citizens' Services in June 2018 as executive lead for BCDS.

Hayden has a Master of Public Administration and a Bachelor of Arts in history from the University of Victoria. When not at work, Hayden enjoys spending time with his wife and son.



Appendix C

ARdC Member Bios

June Francis, chair

PhD (chair), Co-Founder, Co-Laboratorio (CoLab Advantage Ltd.) and Director of the Institute for Black and African Diaspora Research and Engagement, Cofounder of the Black Caucus at SFU and an Associate Professor in the Beedie School of Business at SFU

Francis is an advocate for equity, diversity and inclusion for racialized groups and served as the Special Advisor to the President of Simon Fraser University on Anti-Racism. She is co-chair of the Hogan's Alley Society, whose mission is to advance the social, political, economic and cultural well-being of people of African descent through the delivery of housing, built spaces and programming. She is also director of SFU's Institute for the Black and African Diaspora Research and Engagement, whose mandate is to strengthen the links between scholarly research, policy and practice related to multicultural and diaspora communities and their role in building innovative, sustainable and inclusive initiatives. Her research focuses on the intersection between racism and the academy and markets and marketing, diversity, inter-culturality, leadership and participatory engagement approaches and community impact, Covid-19 with vulnerable and excluded groups as well as the advancement of non-traditional intellectual property law, including traditional knowledge related to community well-being and cultural and human rights.

Shirley Chau

Associate Professor, School of Social Work, UBC Okanagan

Chau is co-chair of the UBC President's Task Force on Anti-Racism and Inclusive Excellence and a former chair and co-chair of the Race, Ethnicity and Cultural Issues Caucus of the Canadian Association of Social Work Education. She serves on the Organizing Against Racism and Hate committee in Kelowna, where her focus is to monitor and problem-solve on issues related to racism and intersectional discrimination based on Indigeneity, gender, age, racial-linguistic, ethnicity, religion and disability.

Donald Corrigan

Cultural Wellness Manager, Métis Nation BC

At Métis Nation BC, Corrigan is responsible for liaising with the healthcare industry on a variety of issues, including the implementation of the In Plain Sight report, the Missing and Murdered Indigenous Women and Girls report, and the Truth and Reconciliation Calls to Action report. He has worked in environmental public health since 1976, and has worked with various committees in the B.C. Interior during the COVID crisis on issues of access and discriminatory and racist incidents at COVID clinics.



Marion Erickson

Research Manager, Health Arts Research Centre

Erickson is a Dakelh woman from the community of Nak'azdli and is a member of the Lhts'umusyoo (Beaver) Clan. She is a Master of Education candidate at Thompson Rivers University and earned a Bachelors of Public Administration and Community Development from the University of Northern B.C. She is currently serving the on B.C. Health Regulators Indigenous Student Advisory Group and has served on the trust development committee for the Nak'azdli Band and the City of Prince George Student Needs Committee.

Daljit Gill-Badesha

instructor, BC Institute of Technology, Guest Lecturer, SFU

With more than 25 years of senior leadership in the non-profit and public sectors, Gill-Badesha brings expertise in executive management, research, knowledge mobilization, and policy development for children and youth, seniors, immigrant and refugee settlement, and accessibility and inclusion portfolios. She has developed award-winning, large-scale initiatives and strategies for long-term community planning and led changes in policies to make data collection and reporting more accessible within local government and add accountability measures on data related to racism and hate.

Jessica Guss

Leader of Strategic Initiatives in Indigenous Health for the BC Patient Safety and Quality Council

Guss has more than 20 years' experience in business administration and management, including seven years in Indigenous health and wellness. She has mixed ancestry that includes the Haida, Xaxli'p, Xwisten and Squamish Nations as well as mixed European ancestry. Her work experiences have strengthened her abilities in policy, standards, process development and analysis to advance areas aligned with anti-racism strategies and objectives.

Ellen Kim

Equity and inclusion consultant

Originally from Korea, Kim has worked with governments, businesses and not-for-profit organizations with a focus on anti-racism. She co-leads a grassroots collective of Asian women who collect, analyze, track and share community-sourced data on anti-Asian racism and its impacts. Prior to this, Ellen spent ten years working in community development and frontline social service delivery with global communities experiencing injustice.

Zareen Naqvi

Director, Institutional Research and Planning, Simon Fraser University

Naqvi completed her PhD in economics from Boston University and worked as an academic and international development professional at the World Bank. She leads the equity, diversity and inclusion data working group at SFU and co-chairs the data governance council and other related projects. She is passionate about improving data access to ensure vulnerable groups are well-represented in public services and higher education.

Smith Oduro-Marfo

Lead Author and Researcher, Black in B.C. Report

Oduro-Marfo holds a PhD in political science from the University of Victoria. His area of academic interest since 2016 has been in issues of privacy, data protection, surveillance and identification systems. He is the lead author and researcher for the Black in B.C. report funded by the B.C. government and released in February 2022. He has been on the advisory committee for Ending Violence Association of B.C.'s anti-racism and hate response program and is a member of the Greater Victoria Police Diversity Advisory Committee.

Jacqueline Quinless

CEO, Quintessential Research Group

A sociologist, BIPOC researcher and biracial person of Irish/British and Indian ethnicity, Quinless has worked extensively in Indigenous communities for more than 20 years using gender-based analysis frameworks. In 2013, she was recognized by the Canadian Sociological Association and the Angus Reid Foundation for her community-based research that has advanced human welfare for Indigenous peoples in Canada. She has worked for First Nations communities in a research capacity, including outlining data indicators and measurements tools.

Sukhi Sandhu

Co-founder, Wake Up Surrey; Masters Student, Diversity, Equity and inclusion, Tufts University

Sandhu is a community activist and a founding member of Wake Up Surrey, a grassroots community organization formed in 2018 in response to increasing gang violence and targeted shootings involving South Asian youth. He has spearheaded the group's outreach by participating in more than 150 meetings with all levels of government, policing authorities, community stakeholders, educators, mental health experts and victim families. Sandhu has many years of experience in global sports management and is pursuing his Masters in Diversity, Equity and Inclusion at Tufts University.



Appendix D

Governing in the Public Interest: Principles, Characteristics and Examples

As a board member of a public sector organization you have a responsibility to govern in the public interest and to adopt practices that reflect a people-centred approach to governance. The Crown Agency Board Resource Office (CABRO) offers training for committee members and has developed a [guidance document](#)¹² for governing in the public interest.

Here is a summary table for your reference:



Principles	Characteristics	Examples of what this might look like
Put the interests of British Columbians at the centre of decision making	<ul style="list-style-type: none"> Activities and decisions are fair and respectful of all British Columbians Operational decisions are made with the needs, perspectives and satisfaction British Columbians foremost in mind. British Columbians are engaged to ensure decisions of the organization are having the planned effects. 	<ul style="list-style-type: none"> Providing services that are barrier free (e.g. socioeconomic, cultural, physical and other barriers). Considering alternative points of view; putting yourself in someone else's shoes. Asking, What's best for those who access our services? Asking, What do people of B.C. experience when they interact with our organization? Asking, How will this affect the public? or Who has been consulted? Asking, How will this combat systemic racism and advance racial equity?
Behave with integrity, demonstrate strong commitment to ethical values, and respect the rule of law	<ul style="list-style-type: none"> Laws and government policies are followed. Ethical values are clear and well understood throughout all the organization's operations. Due diligence is used when making decisions. Decisions consistently apply the law to all people of B.C. 	<ul style="list-style-type: none"> Following the ARdC's eight guiding principles Following the guidance outlined in the Terms of Reference. Avoiding conflicts of interest. Ensuring the organization's procedures are consistently followed, according to relevant legislation. Being transparent about processes and practices wherever possible. Asking, Does this recommendation balance different interests in a way that is fair and aligned with our mandate?
Ensure open and respectful engagement with all British Columbians	<ul style="list-style-type: none"> Clear, trusted channels of communication are used to engage with British Columbians. Direct, trustworthy, transparent and accessible information is available for people of B.C. Access to information and services is equitable to all British Columbians. 	<ul style="list-style-type: none"> Being transparent about process and practice. Having clear processes to receive feedback from citizens about what could be done better. Communicating in a way that works for diverse populations. Making sure opportunities for public feedback are safe spaces and people of B.C. are comfortable enough to provide honest feedback. Asking, Does the public know what we do, how we do it, and why? Asking, What impact does information and privacy legislation have on our ability to be transparent?
Strive for outcomes that support healthy communities in British Columbia, including social, economic and environmental well-being	<ul style="list-style-type: none"> The organization sets clear goals and ensures they can be met sustainably. Responsible environmental stewardship and sustainability in the services, activities and decisions of the organization. Public safety, cultural safety, economic, social and environmental well-being are protected and enhanced. 	<ul style="list-style-type: none"> Looking for ways to include cultural safety and cultural humility in all aspects of the work. Anticipating potential community harms and mitigations for community harms. Looking for opportunities for an active and intentional approach rather than a passive approach to anti-racism and advancing racial equity. Asking questions related to new research or modern technological developments that may impact the implementation of ARDA. Ensuring services and activities are put in place that advance reconciliation with Indigenous Peoples in B.C. Asking, How might this impact our stakeholders? Asking, How does our organization impact the social, economic, and environmental well-being of the people of B.C.?
Implement actions to achieve the organization's mandate	<ul style="list-style-type: none"> Service delivery and decision making effectively advances public policy objectives or implements legislation. Public resources are allocated towards initiatives and activities that will have the most beneficial impact on the organization's mandate. 	<ul style="list-style-type: none"> Understanding what government's priorities and expectations are. Work together effectively to develop data standards and data directives expediently. Work with the Director of statistics to ensure the research priorities and research statistics are developed and released to meet the legislated deadlines.



Appendix E

Guidance on ARdC Per Diems and Expenses

ARdC Remuneration, Travel Expenses, and Per Diems

Per [Treasury Board Directive 2/20](#)¹³ committee members are eligible for remuneration, reimbursement of travel costs (under [HR policy 17 – Travel](#))¹⁴, and may be eligible for per diems.

General Information

The secretariat will be the committee's main resource for travel and expenses.

The secretariat will:

- Book and pay for flights and accommodation as needed
- Provide information on per diems and expenses
- Assist members with completing the invoice template to receive reimbursement

Committee members are expected to:

- Work with the secretariat to coordinate travel to and from committee meetings
- Complete and submit an invoice template to the secretariat to receive reimbursement
- Retain receipts for expenses

Please note: Meetings held virtually are not eligible for travel cost reimbursement or per diems

Travel

Private vehicle travel: If you travel to the committee meetings by private vehicle for a distance greater than 32 km you will be reimbursed for your mileage. Reimbursement is: \$0.55 per km.

The distance allowance does not apply when using leased, rental or government vehicles. Actual transportation toll charges may also be claimed.

If you must travel more than 150km please contact the secretariat and transportation will be arranged for you.

Parking: Parking for ARdC meetings, including parking at airport terminals, will be reimbursed.

Ferry: If required due to meeting location, ferry fares and ferry reservation fees for yourself and your vehicle will be reimbursed.

Flights: If required, economy class flights will be booked and pre-paid for you by the secretariat.

Public Transit: Public transit costs while travelling to/from ARdC meetings will be reimbursed.

Taxi: Taxi costs incurred while travelling for ARdC meetings will be reimbursed. If you need assistance with booking taxi services please contact the secretariat.

Please note: Tips and gratuities are at your discretion and are a personal expense (i.e., not an expense of government). Any tip or gratuity amounts are not reimbursed.

Hotel

If required, hotel accommodation will be booked and pre-paid for you by the secretariat. Please let the secretariat know if you have any specific requirements for your accommodation.

Meals

The secretariat will provide meals and snack breaks for the meetings. For meals not provided directly by the secretariat, a per diem allowance will be provided.

Please let the secretariat know of any allergies or dietary requirements.

Per Diems

At each meeting, if meals are not provided, you will be advised of which type of per diem you are eligible to claim.

The per diem types and allowances are as follows:

Employee Group	II
Full Day	\$49.00
Half Day	N/A
Breakfast Only	\$22.00
Lunch Only	\$22.00
Dinner Only	\$28.50
Breakfast and Lunch Only	\$30.00
Lunch and Dinner Only	\$36.50
Breakfast and Dinner Only	\$36.50
Incidental Only	\$14.00

Additional questions

If you have any additional questions about remuneration, travel expenses, and per diems, please contact the secretariat.



Endnotes

1. <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018>
2. [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018#section28:~:text=the%20committee%27s%20duties.-,\(4\),-The%20committee%20must](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018#section28:~:text=the%20committee%27s%20duties.-,(4),-The%20committee%20must)
3. [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018#section28:~:text=to%203%20years.-,\(7\),-In%20accordance%20with](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018#section28:~:text=to%203%20years.-,(7),-In%20accordance%20with)
4. <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/22018>
5. <https://engage.gov.bc.ca/antiracism/reports/>
6. <https://bchumanrights.ca/publications/datacollection/>
7. <https://engage.gov.bc.ca/addressingracism>
8. <https://www2.gov.bc.ca/gov/content/data/about-data-management/data-innovation-program>
9. https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96439_01
10. <https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Facts-PR-Eng.cfm?TOPIC=7&LANG=Eng&GK=PR&GC=59>
11. <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/services-policies-for-government/public-sector-management/cabro/governing-in-public-interest-module1.pdf>
12. <https://www.bclaws.gov.bc.ca/civix/document/id/bills/billscurrent/3rd42nd:gov24-1#section26>
13. <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/government-finances/treasury-board-directives/tbd2-20-remuneration-guidelines-for-appointees-to-crown-agency-boards.pdf>
14. https://www2.gov.bc.ca/assets/gov/careers/all-employees/pay-and-benefits/appendix_1_travel_allowances.pdf



