



CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA
TORONTO CHAPTER



June 4, 1989

Honourable David R. Peterson
Premier of Ontario
Room 281
Legislative Building
Queen's Park, Toronto
M7A 1A1

Dear Hon. Peterson:

The findings of the newly released report of an investigation into the hiring practices of the Ontario Human Rights Commission confirm the urgent need for the implementation of an employment equity plan for visible minorities.

The report confirms allegations of unfair hiring practices in the recruitment and selection of seven white candidates hired to fill senior management positions despite a significant number of qualified minority candidates. A flagrant example is the competition for the position of Director of Finance and Administration. The report clearly states that several of the minority candidates who applied were identified as possessing qualifications equal or superior to those of the successful candidate.

The Commission's hiring practices in this case expose the falsehood inherent in the frequently given explanation for the absence of visible minorities in top management positions. Employers are quick to hide behind the excuse that "there are no qualified minority candidates to fill those positions." The hiring practice of the Commission is a reflection of employment practices in the larger society. What is morally repugnant about this practice is that the Commission's mandate is to advise employers to develop fair and equitable hiring practices. Therefore, its own actions must not only be exemplary but also must be perceived by the public to be exemplary.

We reiterate our demand for mandatory employment equity with an implementation plan that includes goals and timetables within the next three months.

Yours truly,

Charis A. Newton
President, Toronto Chapter



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June 4, 1989

Ms. Patricia Whittaker
Letters Page Editor
Toronto Star
1 Yonge Street
Toronto, Ontario M5E 1E5

Dear Ms. Whittaker:

The findings of the newly released report of an investigation into the hiring practices of the Ontario Human Rights Commission confirm the urgent need for the implementation of an employment equity plan for visible minorities.

The report confirms allegations of unfair hiring practices in the recruitment and selection of seven white candidates hired to fill senior management positions despite a significant number of qualified minority candidates. A flagrant example is the competition for the position of Director of Finance and Administration. The report clearly states that several of the minority candidates who applied were identified as possessing qualifications equal or superior to those of the successful candidate.

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Yours truly,

Charis A. Newton
President, Toronto Chapter