

New Westminster DPAC
newwestdpacchair@gmail.com
6 September, 2023

BCCPAC Board of Directors
Suite C - 2288 Elgin Avenue,
Port Coquitlam, BC V3C 2B2

Dear BCCPAC Board of Directors,

The New Westminster DPAC would like to express our concern regarding the recent Executive Director job posting and its accompanying timeline. We believe that the transparency and inclusivity of the hiring process are critical for the success and credibility of BCCPAC, and this current situation raises several red flags that we are compelled to address with you.

First and foremost, the end date of the job posting period has raised serious concerns within our DPAC and the broader parent community. The job posting for the Executive Director position is open for an incredibly short time period during which many districts in the province are under wildfire evacuation orders, or are dealing with start of year planning meaning this posting is unlikely to be shared widely among educational advocacy groups. Further the very short application period has limited the opportunity for potential candidates to learn about the position, evaluate their suitability, and submit their applications. Such a brief posting period may discourage well-qualified candidates from applying and ultimately undermine the quality of the candidate pool.

Moreover, the lack of information provided in the job posting itself is a cause for concern. The job posting shared to members was light on details about the responsibilities, qualifications, and expectations for the Executive Director role. We believe that a more comprehensive and transparent job posting is essential to attract the best candidates and to ensure that they fully understand the nature and scope of the position.

As the proclaimed provincial voice of parent and caregiver advocates, it is critical for BCCPAC to uphold the highest standards of fairness, transparency, and inclusivity in its hiring processes. BCCPAC must ensure that the Executive Director role is filled by an individual that has participated in a fair selection process that was executed in good faith. Doing so will result in a candidate that is not only qualified for the role but also shares a deep commitment to the values and purpose of BCCPAC.

In light of these concerns, we respectfully request that the BCCPAC Board of Directors consider the following actions:

1. Extend the job posting period to allow for a more comprehensive and inclusive application process, ensuring that potential candidates have adequate time to apply.
2. Revise the job posting to provide a more comprehensive description of the Executive Director role, including responsibilities, qualifications, and expectations.
3. Open the HR Committee membership to interested PAC and DPAC members to seek their input and feedback on the hiring process, thus ensuring that the hiring process and candidate selection aligns with the needs and expectations of the whole organization.

We believe that taking these steps will help ensure a fair and transparent hiring process that ultimately benefits BCCPAC and the students and parents it serves. The hiring of a new Executive Director is undoubtedly the most important and impactful decision that BCCPAC will undertake in the next decade or longer. Getting it right is so much more important than getting it done quickly.

Thank you for your attention to our concerns, and please feel free to respond with any comments or questions about the concerns we have raised in this letter. We are eager to work together to ensure the best candidate is selected for the Executive Director role, so that the impact from the important work of PACs, DPACs and BCCPAC can be fully realized.

Sincerely,

The New Westminster DPAC

Laura Kwong, Chair
Kathleen Carlsen, Secretary
Krista Macaulay, Treasurer
Cyrus Sy, Member at Large
Sue Kenny, Member at Large