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Jody Wilson-Raybould,  
Minister of Justice and Attorney General of Canada,  
House of Commons Ottawa, Ontario, K1A 0A6  
[Jody.Wilson-Raybould@parl.gc.ca](mailto:Jody.Wilson-Raybould@parl.gc.ca)

Regarding: violation of Charter Rights to coverup Provincial Government wrongdoing

Dear Minister of Justice, Jody Wilson-Raybould,

I hope all is well and that you are enjoying the longer day light hours.

As you are in the position of Minister of Justice and Attorney General of Canada, I write to you regarding an aspect of your mandate:

"to ensure that the rights of Canadians are protected, that our work demonstrates the greatest possible commitment to respecting the Charter of Rights and Freedoms" (Mandate Letter from PM Trudeau)

In my case, I had raised concerns about the non-statistical and substandard methods, data, modeling and general practices by my former employer BC Statistics of the Provincial Government of British Columbia Ministry of Labour and Citizens' Services resulting in a dismissal for insubordination.

In my request for arbitration to the BC government employees' union cc'd to the Deputy Minister, I had included several examples of human rights violations (age, place of origin, ancestry) including examples of racial profiling and racial slurs but was denied arbitration on the grounds that I had gone down the wrong channel.

The BC Public Service Agency can refuse a fair hearing into the real matters in dispute for going down the wrong channel.

In this case, my requests for arbitration were denied at least in part because I raised the possibility of discrimination on grounds of ancestry (ancestry revealed in an internal BC government survey on equity).

Examples include statements by the new manager such as: 'the problem with Natives is their enjoyment of cheap wine'; more people self-identified as mixed / metis were counted in the Census because "they just finished watching "Dances with Wolves" or are "looking for a hand out"; etc. Including such descriptions in my request for arbitration were considered "going down the wrong channel" resulting in the block on disclosure. This block was supported by the BC Labour Relations Board.

The BC Human Rights Tribunal had dismissed all the grounds I had put forward except for ancestry. The lawyer I retained said he would no longer help me as I look like a winner.

The Charter of Rights and Freedoms Section 15 states that Canadians not be denied the protection of the law on grounds of ancestry (mixed/metis).

Many years after being fired, one other motive was revealed, namely, that I was in a government position to discover that my manager had falsified information, information I am intimately familiar, information given to Statistics and Finance Canada regarding methods and data to determine Canada's Equalization Payments Programme. This falsification would have been revealed in a fair hearing.

An easy solution would be to allow arbitration to proceed even if an employee dismissed for insubordination includes examples of discrimination on grounds covered by the Charter of Rights and Freedoms as this would, I think, help to

"ensure that the rights of Canadians are protected, that our work demonstrates the greatest possible commitment to respecting the Charter of Rights and Freedoms"

Could you please clarify whether including descriptions of racial profiling and racial slurs as examples of discrimination in a request for arbitration regarding a termination of employment is grounds to deny protection under the law (a fair hearing without retaliation)?

As you can appreciate, I would very much like to have a fair and open hearing into the real matters in dispute regarding my dismissal, namely the real methods and data used to create population numbers used to guide public services. How does one go about having a fair, open, hearing?

Thank you in advance for your reply,

Sincerely,

William Warren Munroe

(Former Economist in the position of Population Analyst, ranking expert on migration, 2002 to 2006, BC Statistics, Provincial Government of British Columbia)

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