

From: **Brian Van Veen**

Date: Sat, Apr 1, 2023 at 3:19 PM

Subject: London Police Service Board Selection.

To: [mayor@london.ca](mailto:mayor@london.ca) <[mayor@london.ca](mailto:mayor@london.ca)>, <[hmcAlister@london.ca](mailto:hmcAlister@london.ca)>

Cc: Brian Van Veen

Dear Mayor Josh Morgan and Councilor Hadleigh McAlister:

My name is Brian Van Veen and I reside in Ward 1 in the city of London, Ontario. I am writing this email to both of you in support of Susan Toth and the article this past week in the London Free Press in consideration of the City of London to have Ryan Gauss withdraw or not accept the position with the Police Service Board and allow a more needed diverse candidate to join the oversight body of the London Police Service.

Workplace cultures that stress diversity, inclusion, and belonging have been linked to increased organizational productivity. This starts with the Police Service Board having the correct representation *at the most top level*. Strong Diversity, Inclusion and Access (DI&A) practices and principles create meaningful change and support internal, personal growth. Having someone in the Board with a diverse background is a terrific way to address prejudices and biases within the workplace.

From the Free Press article, it was disappointing to learn that Ryan Gauss was chosen from a list of fifty-four (54) candidates including dozens of applicants with a diverse background.

I would support either that Ryan Gauss withdraw his application or not be voted in to allow a diverse candidate to be appointed. It is to my understanding from the article that the Police Service Act states boards must be “representative” of the area they serve and have “regard for the diversity of the population.”

Mayor Morgan it was difficult to learn that Ryan Gauss worked on your 2022 election campaign which makes me believe he may have been selected through “privilege.” Mayor Morgan and Councilor McAlister, I encourage you both not to approve this recommendation, acknowledge that diverse candidates are needed at the London Police Board level, and consider a qualified diverse candidate for this position.

Sincerely,

Brian Van Veen