

November 18, 2021

Mr. Claude Doucet
Secretary General
Canadian Radio-television and
Telecommunications Commission (CRTC)
Gatineau (Québec) K1A ON2

ONLINE SUBMISSION

Procedural Letter RE: Broadcasting Notice of Consultation CRTC 2021-281

Please find attached CMAC's second Procedural Letter to the aforementioned "Call for comments."

Sincerely,
Gretchen King
CMAC Secretary

cc. Cable.regulatory@rci.rogers.com, regulatory@sjrb.ca, ncalcutt@cpac.ca,
cwatson@cpac.ca

Introduction

1. On September 13, 2021, CMAC deposited a Procedural Letter with the Commission, asking amongst many things for “A schedule of Employment Equity numbers for both Rogers and Shaw prior to the merger, and the same numbers as expected after the merger. These numbers must be broken down to the following groups; White Men/Women, Racialized Groups Men/Women, Indigenous Nations Men/Women, DisAbilities Men/Women, and the intersections of all. If all the employment equity schedules are not available for all assets of Rogers and Shaw; at least the Employment Equity schedules for Rogers and Shaw Television and Radio assets included in the merger must be made public.”
2. On October 22, 2021, the CRTC replied to our Procedural Letter, ordering amongst other things for Rogers/Shaw “to provide employment data related to the operations of Shaw and Rogers community channels as relates to licensed BDUs, as well as Shaw’s licensed DTH pay-per-view services. In particular, data related to positions that are key to the operation of both linear and video-on demand programming, including local and access programming, and any other related functions.”
3. While CMAC appreciates the Commission’s order and the information released by Rogers/Shaw, we believe there was a misunderstanding of our request. CMAC requested all of the employment equity numbers for Rogers/Shaw, and not only employment equity numbers for their Community Channels.
4. Accordingly, CMAC takes this opportunity to clarify our request and files a second Procedural Letter.

Procedural Request

5. CMAC respectfully requests the Commission order Rogers, Shaw and CPAC to deposit on the record of this proceeding the following information:
 - a. A schedule of the total Employment Equity numbers for all employees in all assets held by Rogers, Shaw, and CPAC
 - b. These numbers should be broken down to the following groups; White Men/Women, Racialized Groups Men/Women, Indigenous Nations Men/Women, and Men/Women with DisAbilities.
6. We thank the Commission for the opportunity to file this second Procedural Letter and for considering our requests.

Respectfully,
Laith Marouf
CMAC Policy Consultant