



## New Brunswick Human Rights Commission

### **Randy Dickinson**

#### **Praising staff**

The other thing that I would say, during the time I was here, we made a real effort to ensure that the staff got recognized for the hard work that they did. New Brunswick had some of the best staff people. I attended national meetings and conferences on human rights every year that I was here at the Commission, and we had some of our staff presenting workshops and seminars at these national conferences, and New Brunswick could hold their head high. The quality of the understanding of human rights, jurisprudence and methodology and how to resolve complaints, and procedural policies that were developed here in New Brunswick by staff and the Commission members. The staff are the ones that make the day-to-day work of the Commission possible by answering the phones and working on the case writing the reports, gathering the evidence, which then goes to the Commission members to make the adjudication in terms of the decision. We could not do that as Commission members without the quality and the quantity of good factual evidence and recommendations that the staff created. I know I talked to staff here—there were often staff here early in the morning before the office opened and still here late at night after the office was supposed to be closed. I was very proud of the quantity and quality of the work, even though it was a small staff, and we did move to improve the staffing level. The more staff and qualified staff, the faster you can do investigations and the quicker you can close files. If people get backlogged, it means again we get back into a situation where justice is delayed and justice is denied, in my opinion, so I'm hoping going forward that the government of the day—whichever political affiliation they are—continues to support the work of the Commission and provide an adequate budget and staffing components so that they can do the job that they have under the legislation. The Commission can't refuse to take a call because they're too busy or don't have enough resources—it's an open-ended mandate in that regard. I think the government—you know, I worked in the government system for many years and I can safely say that the public of New Brunswick and the government of New Brunswick in particular got great value for the competency and the volume of work that was generated by the staff here at the Commission, which I'm sure continues today and into the future, and I hope that they support it to enable it to do so.