Agenda – Executive Policy Committee – October 20, 2020

REPORTS

Item No. 6 Nameless Resume Process

COMMUNITY COMMITTEE RECOMMENDATION:

On October 1, 2020, the Riel Community Committee recommended to the Executive Policy Committee:

1. That the Winnipeg Public Service be directed to report back within 120 days with options that will allow the City of Winnipeg Human Resources Department to proceed with a Nameless Resume process, incorporating the following:

    A. A goal to increase the number of diversity hires including but not limited to; women and members of the LGBQT communities;

    B. Provide a transparent process on selection and hiring which includes what information can be redacted, so that it does not identify individuals from racialized communities but focuses on the skills and qualifications of individuals who apply;

    C. Further educate supervisors and managers in hiring authority capacities on unconscious bias and the value of diversity hiring, while enhancing techniques to ask skilled-based interview questions;

    D. Introduce blind hiring practices in incremental steps and for specific roles, to allow for evaluation of the practice and fine-tuning as necessary.

DECISION MAKING HISTORY:

COMMUNITY COMMITTEE RECOMMENDATION:

On October 1, 2020, the Riel Community Committee passed the following motion:

WHEREAS Winnipeg's population has grown significantly over the last 10 years, largely fueled by immigration, and now represents a very diverse population;

AND WHEREAS Council has recently adopted a Newcomer Welcome and Inclusion Policy that can enhance the lives of newcomers to Winnipeg and better serve their distinct needs;

AND WHEREAS included within the framework of the Newcomer Welcome and Inclusion Policy is the opportunity for employment and assistance;

AND WHEREAS unconscious bias can occur when hiring authorities make judgments about job candidates based on gender, race, or other prohibited factors without even realizing they're doing it, which fuels the problem of marginalization and access to employment;

AND WHEREAS an increasing number of jurisdictions and businesses have adopted the practice of "Nameless Resumes" in an effort to level the playing field for individuals from racialized communities and focuses on the qualifications, skills and experiences of individuals for advertised positions;

THEREFORE BE IT RESOLVED that the Riel Community Committee recommends to the Executive Policy Committee:

1. That the Winnipeg Public Service be directed to report back within 120 days with options that will allow the City of Winnipeg Human Resources Department to proceed with a Nameless Resume process, incorporating the following:

    A. A goal to increase the number of diversity hires including but not limited to; women and members of the LGBQT communities;

    B. Provide a transparent process on selection and hiring which includes what information can be redacted, so that it does not identify individuals from racialized communities but focuses on the skills and qualifications of individuals who apply;

    C. Further educate supervisors and managers in hiring authority capacities on unconscious bias and the value of diversity hiring, while enhancing techniques to ask skilled-based interview questions;

DECISION MAKING HISTORY (continued):

COMMUNITY COMMITTEE RECOMMENDATION (continued):

D. Introduce blind hiring practices in incremental steps and for specific roles, to allow for evaluation of the practice and fine-tuning as necessary.