Nameless Resume Request for Information - Summary

The Human Resources team researched, reached out to other municipalities and local employers to determine whether or not they have adopted Nameless Resume or 'blind' recruitment practices. Below is a summary of the information collected:

The **Region of Halton** does not engage in "blind" recruitment practices. We do have a diversity and inclusion strategy that includes the use of strategic approaches to attract members of diverse populations. At this time, we have no plans to implement such practices.

City of Greater Sudbury: We have not implemented a nameless resume or blind recruitment practice. I'm not aware of any other organization who has done so but am curious to receive the results of your survey. We are in the early stages of developing a diversity and inclusion strategy and welcome any information you can share about your journey.

The **Region of Waterloo** piloted a blind recruitment with one position. The following information was removed during the resume screening stage – personal (name, address, phone number), work location (company name, address), dates (start/end dates, education dates). After the top few candidates were identified, we added this information back into the process during the interview and selection process.

We have not tried this with any other positions yet we are discussing the possibility of how to do this more efficiently.

The **City of Montreal** below are the initiatives that have been taken to reduce discrimination and encourage diversity throughout the City of Montreal's recruitment process:

1. The Nameless Resume process hasn't been tried out on our side. Instead, we encourage candidates and employees to self-identify when they recognize themselves in the definitions of one of the five groups (women, first nations, visible minorities, ethnic minorities and persons with disabilities) targeted by equal access to employment in public organizations. This self-identification allows us to prioritize targeted group members at each stage of the staffing process when they are under-represented based on data provided to us by the Commission des droits de la personne et des droits de la jeunesse (Human Rights and Youth Rights Commission).
2. We have set two corporate objectives for all boroughs and departments:
   - Out of all hires, 33% should be oriented towards members of visible and ethnic minorities.
   - Out of all executive hires and promotions, 25% should be directed towards members of visible and ethnic minorities

   Our more specific targets are being revised for the five targeted groups based on the under-representation reported to the City by the Commission des droits de la personne et des droits de la jeunesse in 2020.

3. The City of Montreal, as a municipal employer in Quebec with more than 100 employees, is subject to compliance to the law on equal access to employment in public institutions: http://legisquebec.gouv.qc.ca/fr/ShowDoc/cs/A-2.01
   - We are required to implement an equality access program within the guidelines set by the Commission des droits de la personne et des droits de la jeunesse (Human Rights and Youth

Rights Commission): https://www.cdpdj.qc.ca/fr/nos-services/activites-et-services/en-savoir-plus-sur-les-programmes-dacces-legalite-en-emploi

- We provide annual statistics about equality access to employment and our most recent plans and reports on our careers site : https://montreal.ca/programmes/acces-legalite-en-emploi
- We use the Global Diversity & Inclusion Benchmarks (translated to French) to review our diversity, equity and inclusion strategy and to engage in employee consultations: https://centreforglobalinclusion.org/downloads/#special%20editions

The **City of Toronto** does not participate in Nameless resume or blind recruitment practices, however, when it comes to assessment administration, in many cases, candidates are provided with a candidate number to maintain anonymity/confidentiality and to support unconscious bias on the part of the hiring manager when it comes to evaluation.

Manitoba Hydro, Manitoba Liquor and Lotteries, Red River College, Manitoba Public Insurance, University of Winnipeg and Assiniboine Credit Union all advised that they have never used nameless or anonymous recruitment practices.

University of Manitoba promoted nameless resumes as a best practice, but never implemented it.

The Province of Manitoba has used it as a limited project before, but is rarely used by their hiring managers.

Canadian Museum for Human Rights has already implemented the nameless resume process per the recommendations set out in the Phase I report by Laurelle Harris in response to systemic racism at the museum. The recruiter does not see the name on the resumes, a designated staff member removes them prior to sharing. It is a manual process at present, but they hope to be able to automate it in the future.

The Federal Government also ran a pilot project. According to an article published by the Canadian Press on January 24, 2018 " A pilot project launched last April by the Public Service Commission of Canada sought to compare the results of traditional screening methods with name-blind recruitment in order to bolster diversity and inclusion in the government ranks. The project included 27 external job postings across 17 departments between April and October 2018, resulting in a sample of 2,226 candidates, of which 685 self-identified as visible minorities." As a result, "the federal government says hiding the names of job applicants had no significant effect on whether those who identified as visible minorities were called in for an interview over a six-month period." The link to the article http://ow.ly/pfVt50Ch5yo, the link to the report is no longer available via the Canada.ca link.

A 2016 **study by Cornell University** concluded with the initial evidence broadly showing that anonymous resumes can play a role in improving the diversity of candidates selected to interview. However, also notes that "implementing these systems properly can be an intensive process for both candidates and organizations".
https://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1108&context=student

Province of Manitoba developed an application form (to be submitted by candidates in place of a cover letter/resume) which can be used for this purpose by removing the page containing candidates' identifying information prior to screening. However, I have reached out to our various human resource service delivery areas to learn about their experience with this, and we are only aware of it having been tried in a few instances.

In those cases, names were removed by the HR practitioner chairing the selection board, the applications were numbered, and the remainder of the selection board proceeded with screening the applications. In some cases, anonymity was carried forward into pre-interview assessments. The selection board chair would advise the other board members of the names for those proceeding to the interview phase.

Anecdotal feedback from board members is that it felt a little awkward not knowing the names, however it allowed members to focus on the applications and not potentially infer information if the candidate was known to them