Employment Equity and Diversity at Memorial

November 15th, 2017

Tina Hickey
Employment Equity Officer
Department of Human Resources
Vision, Mission and Core Values

Inclusiveness and Diversity
Embracing and acting on our responsibility to guarantee diversity and equity.

- Adopted 2013
Great Minds think Differently...
Diversity Commitment

“Canada cannot afford to leave half of its talent behind. Science needs diversity. And science needs to look like today’s Canada”

- Honourable Kristy Duncan, Minister of Science
Inclusive Policies

- Equity, Diversity and Inclusion in Employment
- Kullik Lighting and Smudging
- Respectful Workplace
- Sexual Harassment and Sexual Assault
- Supporting and Accommodating Breastfeeding
- Work-flex
- Workplace Accommodation
Joint Equity Process

• MUNFA positions which are 12-months or longer
• Independent review of the hiring process
Monitoring and Accountability

- Employee equity survey
- Quarterly reports
- Equity and Diversity Action Plan
- Annual Monitoring Report
Education and Training

• Intercultural Development Inventory
• Intercultural Conflict Style
• Gender Diversity Sessions
• Building Disability Confidence
• Culture of Caring Initiative
• Unconscious Bias
What is Implicit Bias?

The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control.

- Staats, Capastosto, Wright, Jackson. 2016
Frequency Illusion

It’s a passive experience, where our brains seek out information that’s related to us, but we believe there’s been an actual increase in the frequency of those occurrences.

- Jevence Wachara, 2017
Stereotypes in the Philosophy of Mind
Confirmation Bias

Did you read my paper on confirmation bias?

Yes, but it only proved what I already knew.

\[ g(x) \leq f(x) \leq h(x) \]

\[ \lim_{x \to A} g(x) = L = \lim_{x \to A} h(x) \]
Unconscious Bias or Implicit Bias

Good news!

Implicit biases are not permanent; they can be changed

(Staats, Capastosto, Wright, Jackson. 2016).
Assessing Candidates

• Not a “good fit”
• Consideration of gaps in research/work history
• Not giving the same weight to teaching or research experience carried without explicit evaluation
An efficient and equitable search:

• Describes what is to be done not how it is to be done. It is important to be open to hearing alternative methods or means of accomplishing the tasks and required outcomes.
Interview Process....

FOR A FAIR SELECTION EVERYBODY HAS TO TAKE THE SAME EXAM! PLEASE CLimb THAT TREE
Q&A

• Comments, questions, feedback?