

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

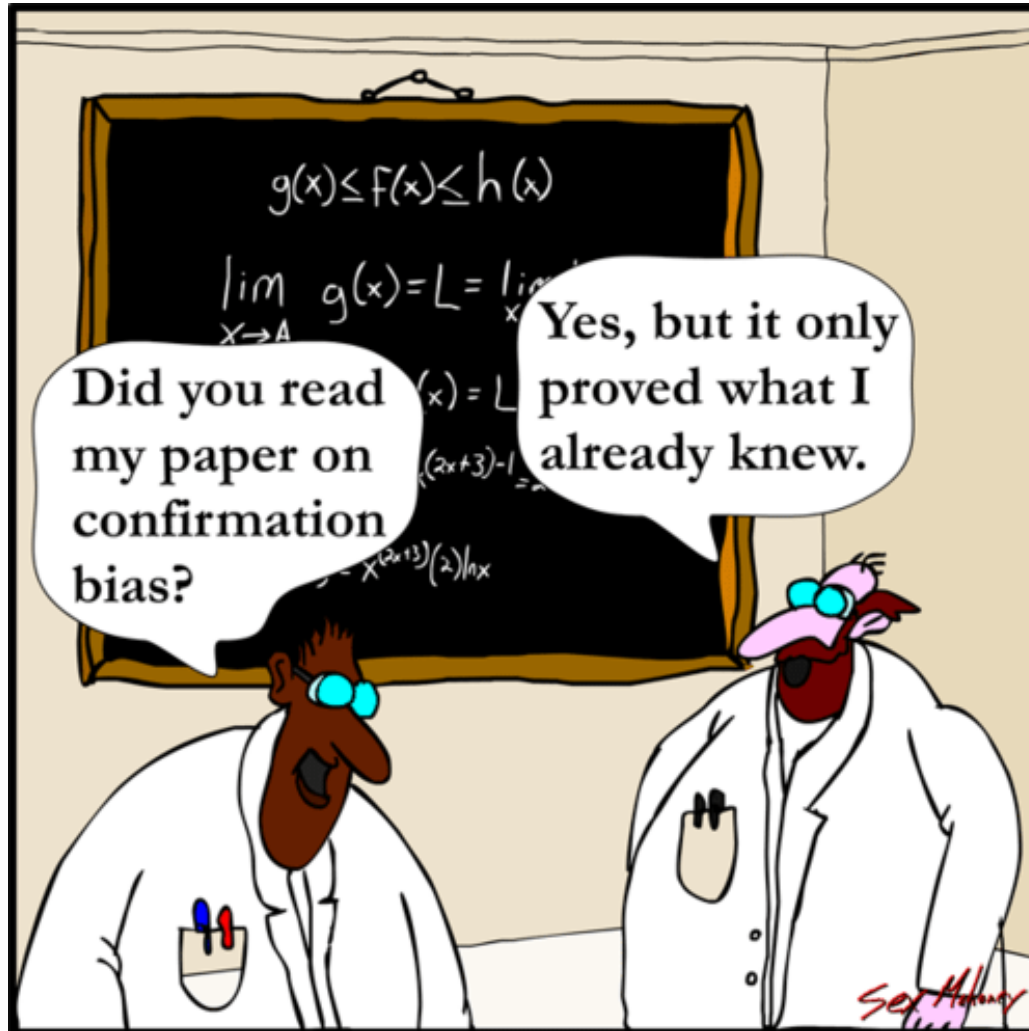
Frequency Illusion



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



Unconscious Bias or Implicit Bias



Good news!

Implicit biases are not permanent;
they can be changed

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

Assessing Candidates



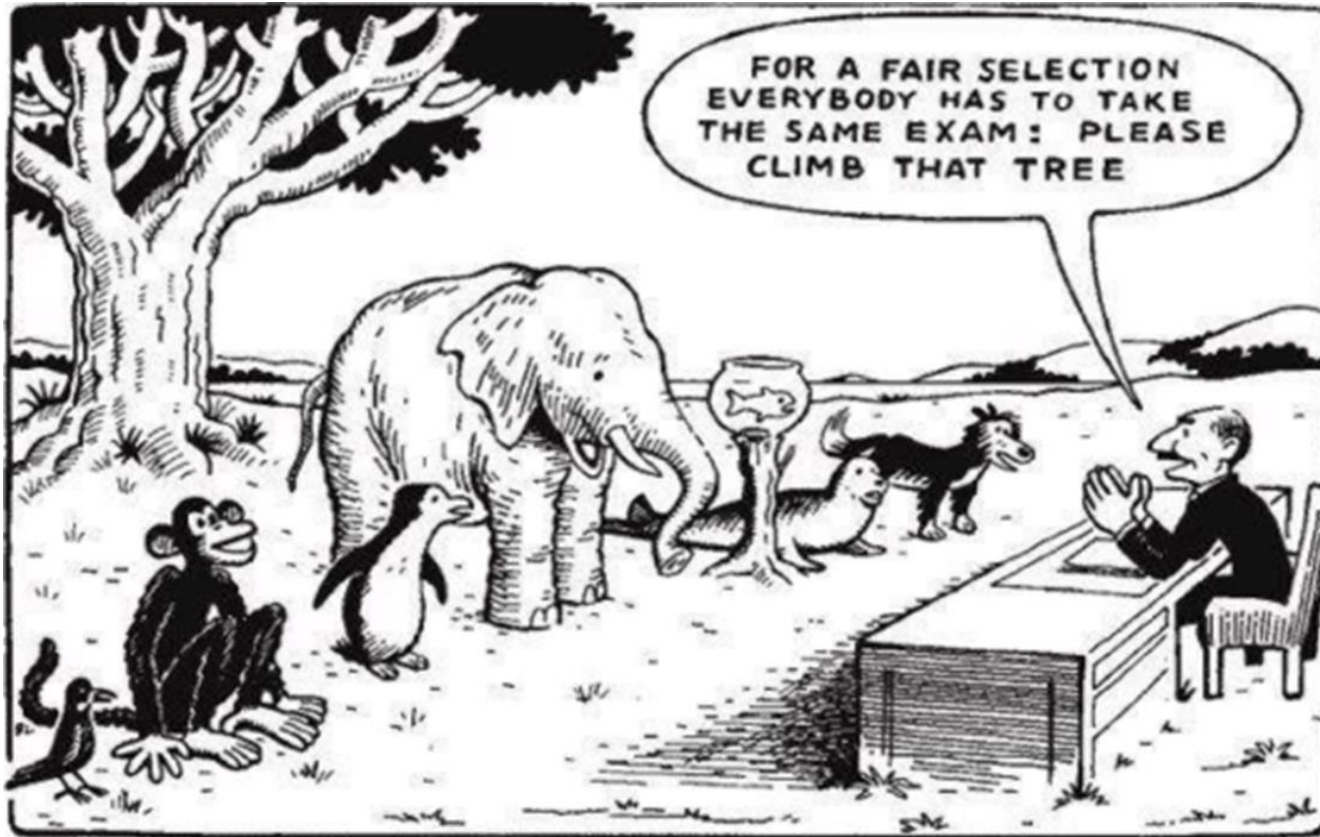
- **Not a “good fit”**
- **Consideration of gaps in research/work history**
- **Not giving the same weight to teaching or research experience carried without explicit evaluation**

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....



Q&A

- **Comments, questions, feedback?**

