

From: Britto, John
Sent: Thursday, December 10, 2020 9:57 AM
To: DITF - Members
Cc: DITF - Staff
Subject: Racial Bias and Discrimination in hiring practices

Communication : C1
Diversity and Inclusion Task Force
December 17, 2020
Item # 3

Good morning all:

Please see below message from Councilor Tony Carella, Chair, Diversity and Inclusion Task Force (DITF) for your consideration:

“Below are links to six articles that deal with one area within the purview of the DITF – hiring discrimination. At your leisure, please review them in preparation for a future discussion on the topic.

Please treat this as a suggestion, and not an assignment from an ex-teacher who thinks he's still in the classroom!

1. This is an opinion piece but makes very valid points.

<https://www.retail-insider.com/retail-insider/2020/10/racism-in-hiring-why-no-canadian-experience-is-unacceptable-opinion/>

2. The next three talk about Canada being amongst the top countries for racism / discrimination in hiring.

https://www.huffingtonpost.ca/entry/racial-discrimination-hiring_ca_5d0d1f68e4b0aa375f4c32bf

<https://globalnews.ca/news/5424465/discriminatory-hiring-practices-canada/>

<https://globalnews.ca/news/5678054/racial-ethnic-discrimination-hiring-interview-callbacks/>

4. This article talks about blind recruitment (hiding a candidate's name) etc.

<https://www.cbc.ca/news/business/blind-recruitment-marketplace-1.3462061>

And the 'icing on the cake' – this one talks about an employer being docked \$120,000 for discriminatory hiring practices:

5. <https://blog.firstreference.com/employer-ordered-to-pay-for-discriminatory-hiring-practices/>

Have a wonderful day

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