



Hiring with Intention to Better Meet  
the Needs of Ontario's Diverse Youth



# Hiring with Intention to Better Meet the Needs of Ontario's Diverse Youth

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Panel Discussion with **Amanda Pearce**, Manager at Central Toronto Youth Wellness Hub

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**youth wellness hubs**

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# Outline

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## **YWHO's Commitment to Anti-Racism**

### **Why this Work is Important**

### **Types of Bias in Hiring**

### **Panel Discussion: Practical Actions to Diversify our Teams**

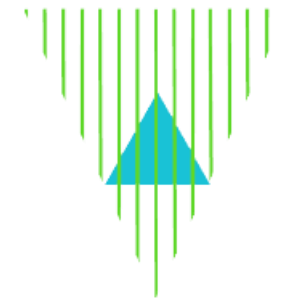
### **Next Steps and Closing**



# YWWHO's Commitment to Anti-Racism

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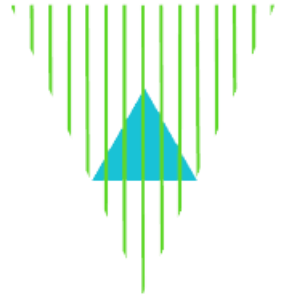
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## Why This Work is Necessary

*To better meet the needs of all youth across all of Ontario*

- A diverse workforce is essential in order to deliver equitable and culturally effective care to diverse populations.<sup>1,2</sup>
- Involving those who are most affected by an issue is essential to the development of relevant, appropriate, achievable and sustainable solutions.<sup>3</sup>



## Things to Keep in Mind

- Diverse Identities + Strong Background in Anti-Oppressive & Anti-Racist Practice
- Opportunities that are mutually beneficial - for both employee and hub

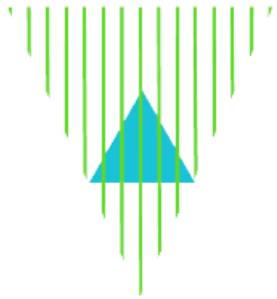


# Types of Bias in the Hiring Process

1. Systemic Bias
2. Cultural Bias
3. Attitudinal Bias

(Turner, 2012)





# Systemic Bias

These are **policies or practices** that are part of the structures of an organization, which create or perpetuate disadvantage for people from diverse communities, backgrounds, and identities.

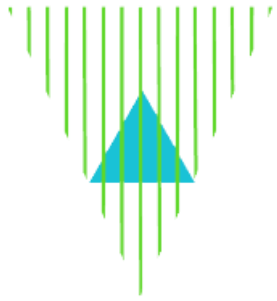
## **Examples:**

Advertising jobs through word-of-mouth.

Dress codes that do not accommodate religious dress requirements.

(Turner, 2012)





## Cultural Bias

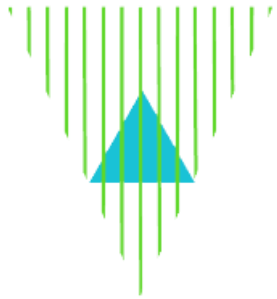
Patterns of **behaviour or attitudes** that are part of the **culture of the organization**, which influence human resource decisions and create or perpetuate disadvantage for certain groups of people.

### **Example:**

Assumptions that permeate the organization about what certain groups of people can and cannot do, and which occupations they are suited for.

(Turner, 2012)





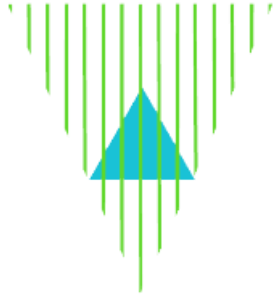
# Attitudinal Bias

Conscious or unconscious biases that are reflected in the **attitudes and behaviours of individuals** involved in hiring.

**Example:**

A manager who removes, or gives less consideration to, applications from candidates with “foreign-sounding” names.

(Turner, 2012)



# Holding Yourself Accountable

Question your first impressions

Justify your decisions

Ask for feedback

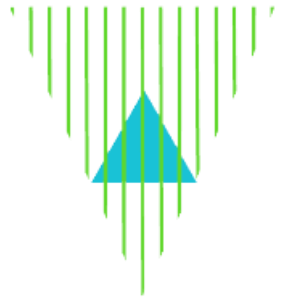
(Google UB re: work, n.d.)

Panel Discussion:  
Becoming Part of the Solution  
Taking Action to Diversify Our Teams



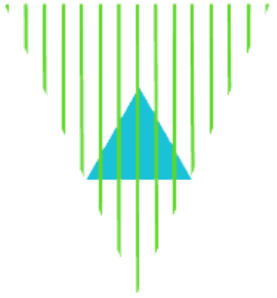
# Questions





## Next Steps





## References

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