

CONFRONTING HIRING BIAS:

AN INTERACTIVE DISCUSSION

“ DO LARGE EMPLOYERS
TREAT RACIAL
MINORITIES MORE FAIRLY? ”



#hiringbias | @hireimmigrants

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AGENDA

CONFRONTING HIRING BIAS

JANUARY 25, 2017

6:00 - 6:20 PM	Networking Reception
6:20 - 6:30 PM	Opening Remarks
6:30 - 6:45 PM	Research Team Presentation
6:45 - 7:00 PM	Panel Introduction
7:00 - 7:20 PM	Panel Discussion
7:20 - 7:40 PM	Panel Q&A
7:40 - 8:00 PM	Closing Remarks

ORGANIZER INFORMATION

HIRE IMMIGRANTS profiles “what works” in immigrant employment worldwide for employers, entrepreneurs, and policy makers. Hire Immigrants provides tools, resources, and examples from various jurisdictions of what works in practice, policy and law to support immigrants to realize their employment and business ambitions.



MARK PATTERSON, EXECUTIVE DIRECTOR

Mark Patterson is a change maker in career, economic and workforce development. In addition to his role with Hire Immigrants, Mark oversees Magnet, a new network powered by data-rich, job-matching technology that connects job seekers with employers based upon skills, preferences and talent needs. With this technology-driven program, Mark intends to effectively leverage engaged employers through Hire Immigrants with newcomer job-seekers in Magnet.

RESEARCH SYNOPSIS

DO LARGE EMPLOYERS TREAT RACIAL MINORITIES MORE FAIRLY?

In the new research report, “Do Large Employers Treat Racial Minorities More Fairly?”, the research team set out to understand the extent of discrimination against skilled immigrants from Asian backgrounds in Canada today, and investigated whether this type of discrimination varies according to employer characteristics. For example, **does discrimination vary according to the size of the organization? Is discrimination minimized through the use of modern human resource management processes?** These questions, and more, were answered with some startling findings.

Despite qualifications being equal, hiring bias persists: Asian-named applicants are 30% less likely to be selected for an interview over their Anglo-named counterpart, even when both groups have equivalent Canadian qualifications. For Asian-named applicants with some or all foreign qualifications, the rate of selection is 45-60% lower than for Anglo-named applicants.

RUPA BANERJEE, RYERSON UNIVERSITY, FACULTY OF MANAGEMENT
JEFFREY G. REITZ, UNIVERSITY OF TORONTO, SOCIOLOGY, AND MUNK SCHOOL OF GLOBAL AFFAIRS
PHIL OREOPOULOS, UNIVERSITY OF TORONTO, ECONOMICS

Discrimination is twice as frequent in smaller organizations but still significant in large ones: The lower rate of selection of Asian-named applicants is related to organizational size. For large employers (500 or more employees), Asian-named applicants have about a 20% lower rate of selection compared to Anglo-named applicants (both with equivalent, all-Canadian qualifications); for smaller employers, the Asian-named rate is nearly 40% lower.

Asian-named applicants need extra qualifications for equal consideration: The lower rate of selection for an interview of Asian-named applicants can be offset if they have an extra Canadian Master’s degree, but there is an important difference by organizational size. In large organizations, having an extra degree gives Asian-named applicants an equal rate of selection compared to Anglo-named applicants without the extra degree; in small organizations even with the extra Canadian Master’s degree their rate of selection is still 29% lower than for Anglo-named applicants without any extra degree.

RESEARCH
FUNDED BY:

Robert F. Harney Program in
Ethnic, Immigration and Pluralism Studies



RESEARCH TEAM



DR. JEFFREY G. REITZ
**R.F. HARNEY PROFESSOR & DIRECTOR OF THE ETHNIC,
IMMIGRANTS & PLURALISM STUDIES PROGRAM, MUNK
SCHOOL OF GLOBAL AFFAIRS, UNIVERSITY OF TORONTO**

Dr. Reitz has published extensively on immigration and inter-group relations in Canada from comparative perspectives, and has frequently contributed to discussions of policies on immigration, multiculturalism and immigrant employment in Canada. He is co-author of *Multiculturalism and Social Cohesion: Potentials and Challenges of Diversity* (2009); recent articles have appeared in the *International Migration Review*, *Ethnic and Racial Studies*, the *Journal of International Migration and Integration*, *Social Science Research*, and *Patterns of Prejudice*.



DR. RUPA BANERJEE
**ASSOCIATE PROFESSOR OF HUMAN RESOURCE
MANAGEMENT, TED ROGERS SCHOOL OF MANAGEMENT,
RYERSON UNIVERSITY**

Dr. Banerjee's research has appeared in academic journals and has been featured in the *Globe and Mail* and the *CBC*. Dr. Banerjee has recently completed a study examining the labour market barriers faced by former caregivers who entered Canada through the Live-In Caregiver Program (LCP).



DR. PHILIP OREOPOULOS
**PROFESSOR OF ECONOMICS & PUBLIC POLICY, UNIVERSITY
OF TORONTO**

Dr. Oreopoulos is a Research Associate of the National Bureau of Economic Research and Research Fellow at the Canadian Institute For Advanced Research. He has held a previous visiting appointment at Harvard and the Massachusetts Institute of Technology and is editor at the *Journal of Labor Economics*. Dr. Oreopoulos' current work focuses on education and immigration policy, especially the application of behavioral insights to human development.

PANEL MODERATOR



THE HONOURABLE RATNA OMIDVAR, C.M., O.Ont.

SENATOR FOR ONTARIO, THE SENATE OF CANADA, DISTINGUISHED VISITING PROFESSOR, GLOBAL DIVERSITY EXCHANGE (GDx) AT THE TED ROGERS SCHOOL OF MANAGEMENT, RYERSON UNIVERSITY

Ratna Omidvar is an internationally recognized voice on migration, diversity and inclusion. In April 2016, Prime Minister Trudeau appointed Ratna to the Senate of Canada as an independent Senator representing Ontario.

Ratna is the founding Executive Director and currently a Distinguished Visiting Professor at the Global Diversity Exchange (GDx), Ted Rogers School of Management, Ryerson University. GDx is a think-and-do tank on diversity, migration and inclusion that connects local experience and ideas with global networks.

Ratna is the current Co-Chair of the Global Future Council on Migration hosted by the World Economic Forum. She is also a director at the Environics Institute, and Samara Canada. She is the Toronto Region Immigrant Employment Council's Chair Emerita and was formerly the Chair of Lifeline Syria. Ratna is co-author of *Flight and Freedom: Stories of Escape to Canada* (2015).

Ratna was appointed to the Order of Ontario in 2005 and became a Member of the Order of Canada in 2011, with both honours recognizing her advocacy work on behalf of immigrants and devotion to reducing inequality. In 2014, Ratna received the Cross of the Order of Merit of the Federal Republic of Germany in recognition of her contribution to the advancement of German-Canadian relations.

PANELISTS



DR. WENDY CUKIER

FOUNDER & DIRECTOR, DIVERSITY INSTITUTE

For almost 30 years, Dr. Wendy Cukier has worked as a multidisciplinary researcher, teacher and leader, committed to advancing innovation and social justice. She founded the Diversity Institute at Ryerson University to develop research-based strategies to promote inclusion with a particular focus on the intersection of issues such as gender, race, social economic status, sexual orientation and gender identity, disability and indigeneity. She has just completed a successful term as Vice-President of Research and Innovation at Ryerson University, and led the University's strategy to grow research and to promote innovation, and continues as a Professor in the Ted Rogers School of Management. She has received many awards for her leadership - a YWCA Woman of Distinction, one of the top 25 Women of Influence, one of 100 Alumni who shaped the Century (at the University of Toronto), recipient of the City of Toronto's Bob Marley award, the Black Business Professional Association's Harry Jerome Award for Diversity, and the Governor General's Meritorious Cross, one of Canada's highest civilian honours. Wendy holds a PhD in management science (York); an MBA and an MA (Toronto) and honorary doctorates from Laval and Concordia.

PANELISTS



CORINNE PRINCE ST-AMAND

**DIRECTOR GENERAL, INTEGRATION BRANCH &
FOREIGN CREDENTIALS REFERRAL OFFICE, IRCC**

Corinne first joined Immigration, Refugees and Citizenship Canada (IRCC) almost 8 years ago. She has served as the Director General for Integration Branch and the FCRO with IRCC since January 2013, a role that has expanded her connections to settlement partners across Canada.

Between October 2007 and December 2008, Corinne was the Director General of the Labour Market Integration Directorate at HRSDC, responsible for the work of the Foreign Credential Recognition Program, Labour Mobility, the Going to Canada Immigration Portal, and the Skills and Labour Market Information Division (National Occupational Classification system, occupational information and Essential Skills research).



NICHOLAS KEUNG

JOURNALIST, TORONTO STAR

Born and raised in Hong Kong, Nicholas has an undergraduate degree in communications and psychology from the University of Massachusetts, Amherst. Upon his graduation, he moved to Toronto with his family and spent a year working in the food court at Sherway Gardens, before landing a job as a general assignment reporter at Sing Tao Daily, a Chinese-language newspaper in Toronto. He joined the Toronto Star in 1997 and became the paper's immigration reporter in 2003.

CLOSING REMARKS



DIANNE SALT
SENIOR VICE-PRESIDENT OF COMMUNICATIONS FOR RBC

Dianne is a fluently bilingual, award-winning senior communications executive whose career has included building and leading diverse, high-performing global teams to increase the effectiveness of communications to grow brand value, drive business results and enhance employee engagement. She is a strategic business partner with multi-sector, global experience in communications, public affairs and social media. She is recognized as an energetic and customer-centric leader inspiring exceptional levels of stakeholder engagement through community relations, proactive communications and issues management.

In her current role as the Senior Vice-President of Communications for RBC, Dianne is responsible for media relations, public relations, employee communications and social media for all lines of business and functional areas for more than 49 countries in which the bank operates and for over 81,000 employees who are part of RBC. Dianne's previous communications experience includes senior roles at TD Bank Group, Imperial Oil, The Senate, The House of Commons and the Canadian Security Intelligence Service.

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