

Harnessing the diversity dividend

Opening our eyes through blind recruitment

Clodagh Jolly and Laura Baird
The Treasury

IPANZ Public Sector Excellence Awards
Winners Seminar

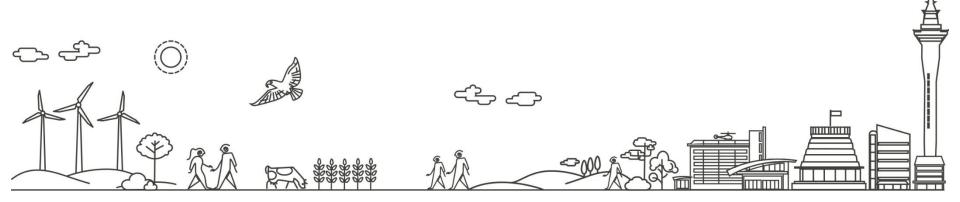
Wellington, 1 November 2017

Our topic today

The Treasury is mitigating against unconscious bias in our graduate and intern recruitment process and attracting a more diverse generation of public servants.

The Treasury's vision

"A world-leading Treasury working towards higher living standards for New Zealanders."

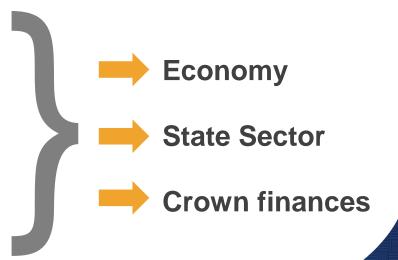


Delivering on our vision

Our mission

- Provide economic and financial advice to the government
- Implement government decisions
- Produce the Financial Statements of the Government
- Manage the Crown's balance sheet
- Publish economic and fiscal forecasts

Driving stronger performance for the:



What are the benefits of diversity and inclusion?



The business case for diversity and inclusion

As a more diverse and inclusive Treasury, we're able to:

 Impact: provide higher-quality thinking, analysis, services and solutions

 Personal: build a more engaged and productive workforce who feel valued and included

Treasury's Diversity and Inclusion Strategy

Our Diversity and Inclusion Strategy focuses on 3 areas:

- 1. developing and engaging our **leaders** and publicly championing diversity and inclusion
- 2. fostering an **inclusive culture** and knowledge of diversity among our staff

3. embedding diversity and inclusion approaches within our HR systems, policies and processes.

The impact of unconscious bias on recruitment

 Unconscious bias can get in the way of us attracting, valuing and leveraging diversity in our workforce

 Many studies have shown that unconscious bias can negatively and unfairly impact on recruitment outcomes

Blind Recruitment for Graduates and Interns

Our approach

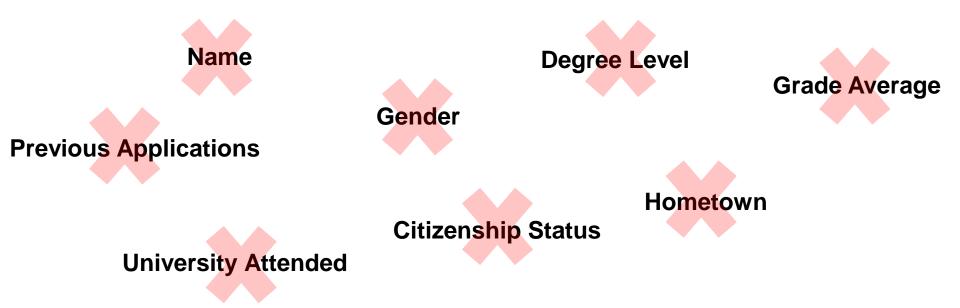
We enhanced our graduate and intern recruitment process to put diversity and inclusion at its heart:

I. Broadened our reach

- II. Expanded what we value
- III. Introduced blind applications

Implementation of blind recruitment

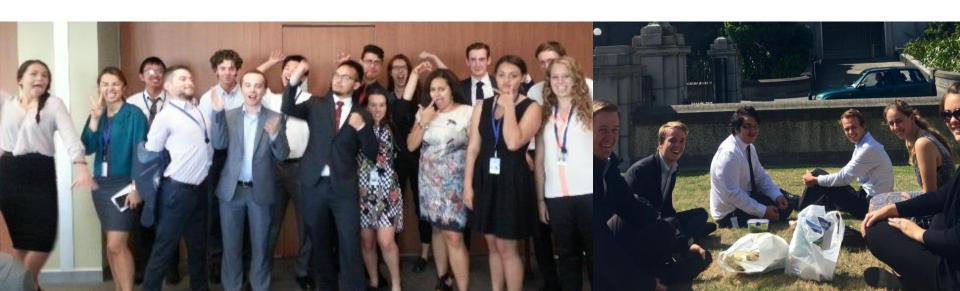
Candidate Applications



Blind Assessment Methods

The results





Challenges

The online application form

- Candidate application method getting the right platform and setup
- Candidate drop off
- Diversity through a cookie-cutter method

Buy-in from hiring managers

- Realisation that bias is possible
- Not disclosing grade average
- How candidate info was provided

Wider roll-out









Our next steps...

In the graduate and intern space

- Application form alterations
 - Address candidate drop off
 - Mitigate bias opportunities
- Refresh conversations with stakeholders
- Iwi Internships
- Focus not just on diversity but inclusion









Our next steps...

Outside graduate and intern recruitment



General de-biasing of recruitment



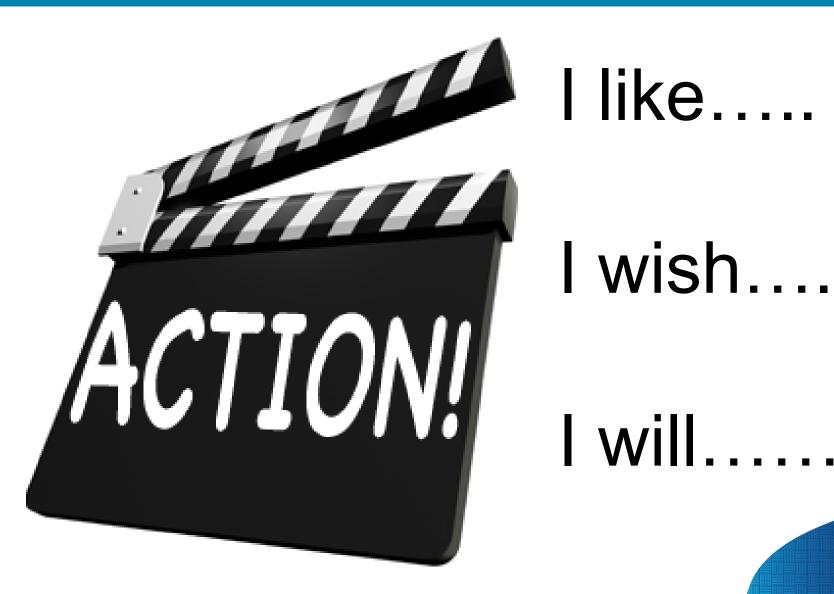
Gender inclusive recruitment



Leveraging digital technology

Questions?

And now....



I wish....

I will