



THE TREASURY

Kaitohutohu Kaupapa Rawa

Harnessing the diversity dividend

Opening our eyes through blind recruitment

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The Treasury

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Winners Seminar

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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:



Economy



State Sector



Crown finances

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

Name

Degree Level

Grade Average

Gender

Hometown

Previous Applications

Citizenship Status

University Attended

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 like.....

I wish.....

I will.....