

RECRUITMENT AND SELECTION

MGMT 257

GROUP PROJECT

DISMANTLING RACISM

Submitted by-Navjot kaur

Renuka

Hiten Mantra



Unique Get Together Society

It is basically a Non – Profit Organization which is in Vancouver and in Chilliwack, British Columbia. This organization was formed in the year 2012. The moto of this is to empower the indigenous and other underserved communities. The values of this organization are to love everyone, change to rise and move on, independent of outside control and service in result of hope. Debra Abraham is the founder and CEO of UGTS. She left the Ministry of Children and Family Development to start UGTS. UGTS deals in the children with special needs, services, support, emotional relief and advocating for social change. Now it is also helping in dealing with racism on workplace as indigenous people are dealing with discrimination trauma. These people had to go through with a lot of pressure in emotional, physical, and psychological form resulting in loss of once culture and wellbeing. The first nation people should not only be listened but should be prioritized so that this discrimination could be stopped or decreased to its minimal.

Discrimination

Diversity in an organization helps to grow faster in the economy and this brings new height of success in the company. It is like a raisin in oatmeal, who make the dish richer. Many people go through discrimination at different steps, however, they afraid to raise their voice because of many reasons. Racism can be defined as set of societal, cultural, and institutional beliefs and practices regardless of intention that subordinate and oppress one race for the benefit of other. If we take picture of an organization yearly, then we can observe few people of color in a photo and different faces every year. Organization hired people of color, ages, abilities but they do not stay longer in the company, as they do not want to be a part of dominant company with dominant culture who asked to fit in that culture rather than taking them as individuals. People need to get aware of discrimination and act towards that, proper training is necessary at each level i.e., organizational level, managerial level, and bottom-line employees. Human resource management greatly responsible for bringing diversity at workplace and eliminate discrimination, in my perspective, diversity in HR management is essential to lower discrimination.



Here are few case studies of discrimination at different grounds: -

“Don’t Ask, Don’t Tell,” a policy that prohibited gays and lesbians from serving openly in the United States military, was in effect from the beginning of the Clinton administration until 2011, when it was repealed under President Barack Obama (Belkin). In early 1990s, the United State passed “Don’t Ask, Don’t Tell.” This was the discrimination on person’s identity. Military fired lesbian and gays if they would speak about their identity. They were restricted to hide their identity. This policy resulted in negative consequences, as talented people get fired and financial loss occurred. After few years of policy, Barry Winchell who was soldier, beaten with baseball at Fort Campbell, Kentucky, because his peers thought that he was gay.

Study finds ‘racial and ethnic discrimination’ in hiring process in Canada, elsewhere |
Globalnews.ca

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

Recently Jewish woman, Aurelie Fhima, claimed for indirect discrimination after the refusal of her job application for employment has brought discrimination against job applicants into the spotlight.

She was interviewed for a position in the call centre of Travel Jigsaw which operates 24 hours a day, seven days a week. The successful applicant would be required to work shifts on five of the seven days. She explained at interview that she observed the Sabbath and was therefore unable to work Saturdays. Following this, she received a rejection letter stating *“We cannot offer you a position at this time. We are still looking for people flexible enough to work Saturdays.”* (Willis,2015)

The Employment Tribunal awarded Ms. Fhima £7,500 for injury to feelings, almost £8,000 in loss of earnings and £1,200 in Tribunal fees plus interest.

Recommendations for Unique Get Together Society to Dismantle Racism at the workplaces-

Diverse HR team

- The organisations should be motivated to develop a diverse HR team. It will help the organisation to create and empower a diverse culture. It will help to grant each employee the opportunity to learn, grow and contribute to the company.

In most companies it can be difficult to get a clear picture of what diversity is like for that particular organization.

HR teams should monitor diversity. This can be done through audits. This should be done, not only for current employees, but in recruitment practices as well.



Education Session –

An education session should be created to aware the employer as well as employees related to racism. This could be prepared in the form of video by the team members. This should include various a bunch of interviews with the introduction of the can clarify more information about discrimination. It should focus to inform how management work to tackle systematic discrimination on a realistic basis in the workplace. Once all interviews are done and combined, it can be upload on YouTube and other apps. This education session should work to aware people bias in hiring for example bias based on race and ethnicity if an organisation is not hiring a candidate based on their skin color, language or heritage. These factors have nothing to do with work performance.

Survey and Interviews–

Survey should be conducted in various organisation to make them realise how the job performance is affected by recruitment of diverse candidates. They should be influenced to create a recruitment process that should supports the diversity goals and provides access to diverse candidate. A report from Monster survey reports shows that 83% of Gen Z candidates said that a company's commitment to diversity and inclusion is important when choosing an employer. The result of this survey and interview statement should be posted on their web page and other social media posts.

References

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