

# Bias-free Hiring and Assessment: Removing the “Canadian Experience” Barrier

September 19, 2013 – 12:00 pm – 1:00 pm

- Listen to the webinar through your computer’s speaker or headphones.
- If you are having technical problems, please contact us using the **chat box** on the right side of your screen.

# Agenda

## **Ontario Human Rights Commission – Removing the “Canadian Experience” Barrier**

- Barbara Hall, Chief Commissioner, Ontario Human Rights Commission

## **Panel Discussion**

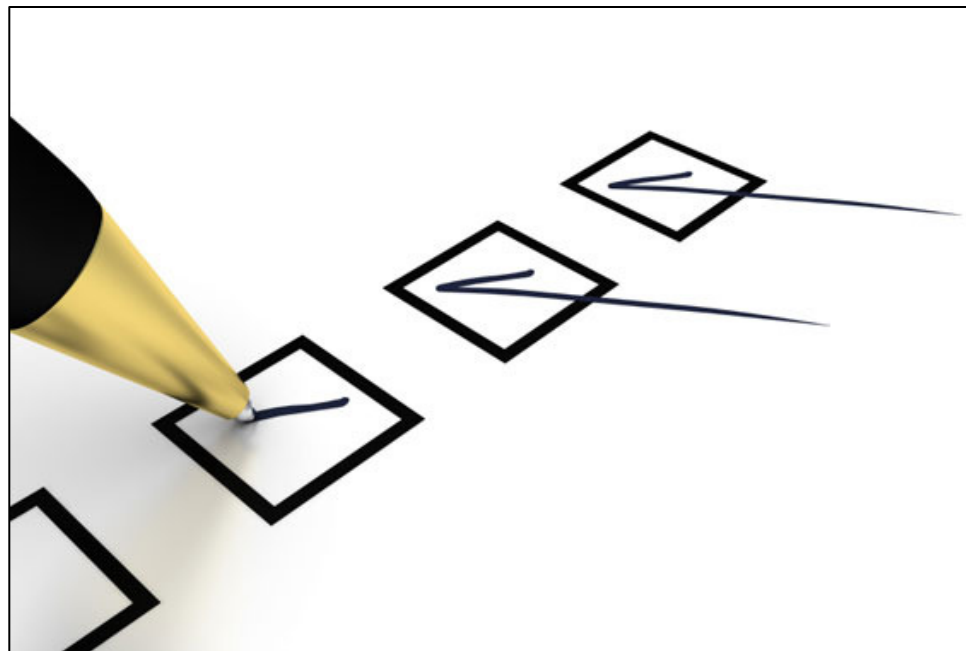
- Michael Schafler, Partner, Dentons Canada LLP
- Paul Vallée, Founder & Executive Chairman, Pythian

## **Question & Answer Period**

- You will be given the opportunity to type in a question
- Evaluation of the webinar

# Poll

Why do employers ask for “Canadian experience”?



# OHRC Policy

- What do you mean by the term “Canadian experience” requirement?



# OHRC Policy

- Explain the new policy on removing “Canadian experience” and how it relates to the Ontario Human Rights Code.



# OHRC Policy

- How does the new policy apply to
  - a) employers
  - b) regulatory bodies?



# OHRC Policy

- What are the circumstances where the requirement for “Canadian experience” is justified?



# OHRC Policy

- What are the consequences if an employer or regulatory body does not comply with the new OHRC policy?





## Panel Discussion

- Tell us more about your companies and your hiring practices.
- As an employer, what is your reaction to the new OHRC policy?



# Panel Discussion

- What techniques do you use to assess a candidate's ability to do the job?



# Panel Discussion

- *Barbara* – Provide us with one best practice that an employer and a regulatory body could follow during the assessment and recruiting process?



# Panel Discussion

- Provide us with two tips on how we can improve bias-free assessment and hiring practices?



# Question & Answer Period

Please type your questions in the Questions Box in the centre of your screen.



# Wrapup



- Recording will be available shortly
- Visit [www.hireimmigrants.ca](http://www.hireimmigrants.ca) to access success stories, sign up for eTips and watch past webinars
- Feedback survey