1 [Urging the Civil Service Commission to Accept Proposed Rule Changes to Reduce Implicit Bias in Recruitment for Employment]

2

3 **Resolution urging the Civil Service Commission to post for, meet, and discuss with**

4 **interested parties, the proposed rule changes on file with the Civil Service Commission**

5 **in File No. 0070-18-1, which will reduce implicit bias in hiring and improve applicant**

6 **confidentiality during the hiring process.**

7

8   WHEREAS, The City is an equal opportunity employer that is committed to ensuring

9 that employees are hired based on merit; and

10   WHEREAS, Implicit bias awareness training and de-biasing techniques constitute the

11 foundation for preventing implicit bias in hiring, and system approaches must also be

12 considered to effectively reduce biases; and

13   WHEREAS, The San Francisco Board of Supervisors unanimously passed a resolution

14 on file with the Clerk of the Board of Supervisors in File No. 160375 that urged the

15 Department of Human Resources to analyze strategies and create a plan to reduce implicit

16 bias in the hiring process for City and County of San Francisco employment, and further urged

17 the Department of Human Resources to report its findings and plan to the Board of

18 Supervisors by June 2016; and

19   WHEREAS, The Department of Human Resources is proposing a two-phased

20 approach to address implicit bias in hiring, which includes: 1) revising rules to enhance

21 applicant confidentiality and minimize (implicit and explicit) biases within the hiring processes;

22 and 2) implementation of the de-identification protocol to redact applicant information in the

23 departmental post-referral selection process (PRSP) at the point of determining which

24 applicants to invite to a final selection process; and

25

1   WHEREAS, Concerns were raised at the January 8, 2018, meeting and subsequent

2   meetings that implementing de-identification protocols for the hiring process actually

3   decreased diversity, but upon further investigation, it was found that the only jurisdictions that

4   this was the case were those where affirmative action had been previously instituted; and

5   WHEREAS, In California, Proposition 209 made affirmative action illegal for public

6   agencies, and implementing de-identification protocols will actually help reduce barriers to fair

7   hiring; and

8   WHEREAS, The Department of Human Resources sampled California counties and

9   large cities in 2017, which showed that 90 percent do not post eligible lists, and six of those

10   largest agencies that responded citied confidentiality and privacy concerns as a major reason

11   for not posting; the largest of the those agencies include Los Angeles County, Orange County,

12   Alameda County, Sacramento County, and the City of San Jose; and

13   WHEREAS, The Civil Service Commission has requested that File No. 0070-18-1 be

14   continued to the May 7, 2018, Civil Service Commission meeting; now, therefore, be it

15   RESOLVED, That the Board of Supervisors of the City and County of San Francisco

16   urges the Civil Service Commission to take action to accept the Department of Human

17   Resources report, and post the proposed rule changes that would reduce implicit bias in

18   recruitment for employment and improve applicant confidentiality during the hiring process for

19   meet and discuss with interested parties.

20

21

22

23

24

25

City and County of San Francisco

Tails

Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 180434   **Date Passed:**   May 01, 2018

Resolution urging the Civil Service Commission to post for, meet, and discuss with interested parties, the proposed rule changes on file with the Civil Service Commission in File No. 0070-18-1, which will reduce implicit bias in hiring and improve applicant confidentiality during the hiring process.

May 01, 2018 Board of Supervisors - ADOPTED

Ayes: 11 - Breed, Cohen, Fewer, Kim, Peskin, Ronen, Safai, Sheehy, Stefani, Tang and Yee

File No. 180434

I hereby certify that the foregoing Resolution was ADOPTED on 5/1/2018 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

Mark E. Farrell
Mayor

5/4/18

Date Approved