

File No. 160375

Committee Item No. _____

Board Item No. 39

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: April 12, 2016

Cmte Board

- | | | |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | MOU |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 – Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

OTHER

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|--------------------------|--------------------------|-------|
| <input type="checkbox"/> | <input type="checkbox"/> | _____ |
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Prepared by: Brent Jalipa

Date: April 15, 2016

Prepared by: _____

Date: _____

1 [Urging the Department of Human Resources to Analyze and Implement Strategies to Reduce
2 Implicit Bias in Recruitment for Employment]

3 **Resolution urging the Department of Human Resources (DHR) to analyze strategies**
4 **and create a plan to reduce implicit bias in the hiring process for City and County of**
5 **San Francisco employment, and further urging DHR to report its findings and plan to**
6 **the Board of Supervisors by June 2016.**

7
8 WHEREAS, Eliminating implicit bias in hiring decisions improves the City's workforce
9 and the community by ensuring that qualified, capable, and competent individuals are not
10 denied opportunities to work for the City; and

11 WHEREAS, The City and County of San Francisco employs more than 30,000 full-time
12 and temporary employees in more than 1,000 classifications within 60 departments; and
13 receives more than 150,000 applications annually for vacant positions; and

14 WHEREAS, Research has shown that implicit bias can negatively affect job candidates
15 with ethnic-sounding names. In one study by the National Bureau of Economic Research,
16 applicants with "White-sounding names" received 50 percent more callbacks for interviews
17 than resumes with "African American-sounding names;" thus, "a White name yields as many
18 more callbacks as an additional eight years of experience on a resume"; and

19 WHEREAS, Research has also shown that implicit bias can negatively affect
20 candidates during the hiring process based on names associated with a certain gender; and,

21 WHEREAS, One study done by Yale University demonstrated that "faculty participants
22 rated male applicant as significantly more competent and hireable than the (identical) female
23 applicant" for a lab manager position and even recommended paying the female applicants
24 with a lower salary; and

1 WHEREAS, Strategies to remove implicit bias from the hiring process include
2 modifying resume-review systems so that they do not reveal applicants' names, addresses, or
3 graduation years, which can provide signals about race, gender, age, and nationality, until or
4 unless the information is necessary for contacting applicants for interviews; and

5 WHEREAS, San Francisco recently received the Award of Excellence from the
6 International Public Management Association for Human Resources (IPMA-HR) for its
7 centralized Conviction History Review Program which eliminates conscious and unconscious
8 bias in hiring decisions against individuals with conviction histories; and

9 WHEREAS, The Department of Human Resources is initiating citywide training on
10 implicit bias, with a focus on elimination of bias in employment decisions; and

11 WHEREAS, The Department of Human Resources is initiating citywide training on
12 implicit bias, with a focus on elimination of bias in employment decisions; and

13 WHEREAS, San Francisco city government should continue to find ways to improve its
14 hiring process and to give everyone from all backgrounds a fair chance at finding
15 employment; now, therefore, be it

16 RESOLVED, That the Board of Supervisors urges the Department of Human
17 Resources (DHR) to create a plan to reduce implicit bias in the hiring process for City and
18 County of San Francisco employment; and, be it

19 FURTHER RESOLVED, That the Board of Supervisors urges DHR to report its findings
20 and plan to the Board of Supervisors by June 2016.

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Print Form

RECEIVED IN
BOARD
4.12.16
Time stamp
or meeting date

Introduction Form

By a Member of the Board of Supervisors or the Mayor

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee.
An ordinance, resolution, motion, or charter amendment.
- 2. Request for next printed agenda without reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning "Supervisor [] inquires"
- 5. City Attorney request.
- 6. Call File No. [] from Committee.
- 7. Budget Analyst request (attach written motion).
- 8. Substitute Legislation File No. []
- 9. Request for Closed Session (attach written motion).
- 10. Board to Sit as A Committee of the Whole.
- 11. Question(s) submitted for Mayoral Appearance before the BOS on []

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use a Imperative

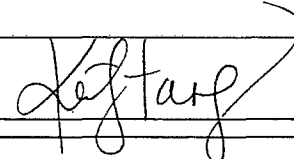
Sponsor(s):

Tang, Kim, Cohen, Farrell, Yee

Subject:

Urging the Department of Human Resources to Analyze and Implement Strategies to Reduce Implicit Bias in Recruitment for Employment with the City and County of San Francisco

The text is listed below or attached:

Signature of Sponsoring Supervisor: 

For Clerk's Use Only: