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

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

WHEREAS, The City and County of San Francisco employs more than 30,000 full-time and temporary employees in more than 1,000 classifications within 60 departments; and

receives more than 150,000 applications annually for vacant positions; and

WHEREAS, Research has shown that implicit bias can negatively affect job candidates with names associated with specific ethnic communities. In one study by the National Bureau of Economic Research, applicants with names associated with one ethnic community received 50 percent more callbacks for interviews than resumes with names associated with another ethnic community; thus, a name could yield as many more callbacks as an additional eight years of experience on a resume; and

WHEREAS, Research has also shown that implicit bias can negatively affect candidates during the hiring process based on names associated with a certain gender. One study done by Yale University demonstrated that "faculty participants rated male applicant as significantly more competent and hirable than the (identical) female applicant" for a lab manager position and even recommended paying the female applicants with a lower salary;
WHEREAS, Strategies to remove implicit bias from the hiring process include modifying resume-review systems so that they do not reveal applicants’ names, addresses, or graduation years, which can provide signals about race, ethnicity, gender, age, and nationality, until or unless the information is necessary for contacting applicants for interviews; and

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

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

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

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

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

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

April 19, 2016 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE
Ayes: 11 - Avalos, Breed, Campos, Cohen, Farrell, Kim, Mar, Peskin, Tang, Wiener and Yee

April 19, 2016 Board of Supervisors - ADOPTED AS AMENDED
Ayes: 11 - Avalos, Breed, Campos, Cohen, Farrell, Kim, Mar, Peskin, Tang, Wiener and Yee

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 4/19/2016 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board