EX-01 Visible Minority Recruitment Campaign

Building a Diverse Leadership Team

Our goal is to make fundamental and long-lasting change in support of Diversity and Inclusion at the Department of National Defence by embracing a balance of inclusivity, innovative methods and technology.

471
Applications to EX-01 poster targeted toward visible minorities

232
Hours of interviews collected and analyzed in 2 business days

38
Tier II - partially qualified candidates who represent a highly-skilled, diverse talent pool

36
Top Tier - successfully qualified candidates who represent a highly-skilled, diverse talent pool

✓ Transparency & Fairness

✓ Human Decision Making + AI

✓ Quality Assurance and Validation

✓ Candidate Consent to Participate

Knockri Assessment

AI skills-based assessment tool designed to reduce bias and scientifically shortlist top performing candidates to the interview stage
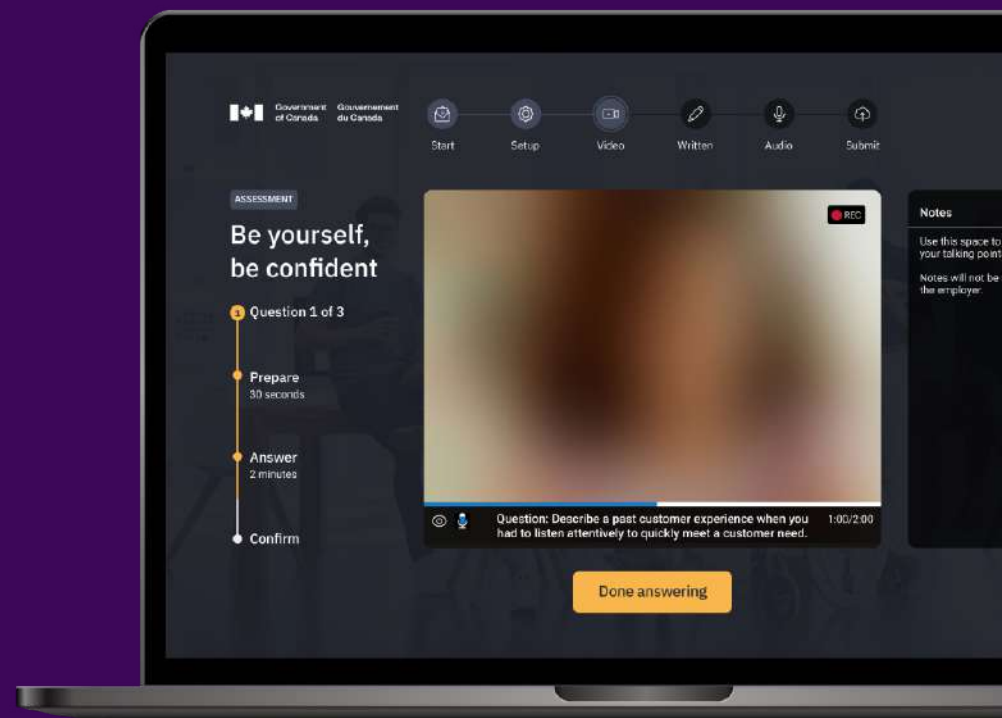
OUTCOME HIGHLIGHTS:

20%

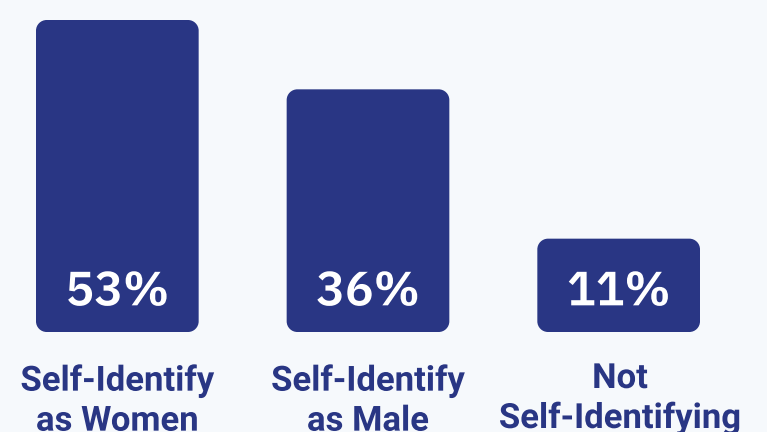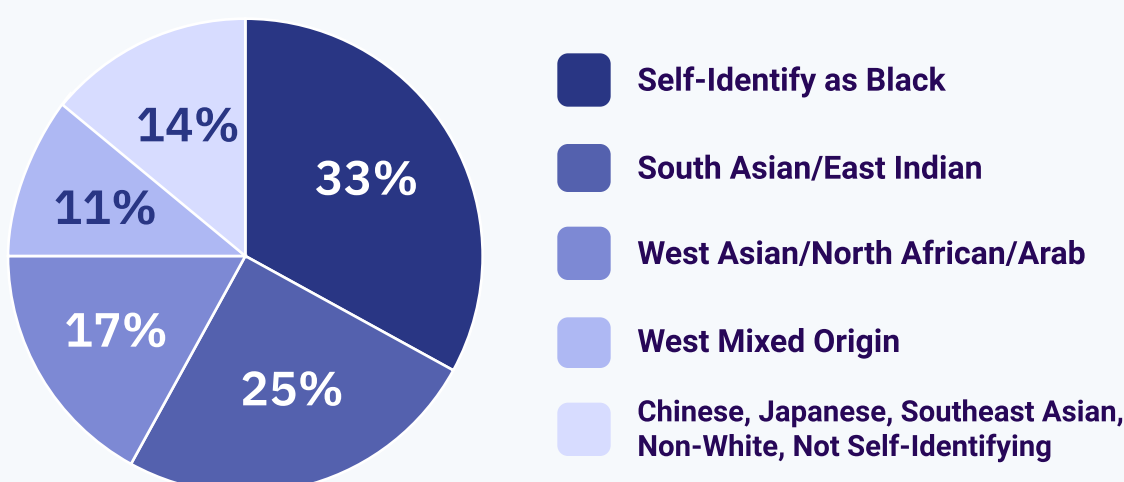**Women and Persons with Disabilities** were among the highest success rates

The women's higher success rates can be seen across most of the visible minority subgroups

The ratio of minority groups was unchanged by the assessment process

D&I RESULTS: EE Sub-Group Breakdown of the 36 Top-Tier Candidates:

Pie chart: 33%, 25%, 17%, 11%, 14%

- Self-Identify as Black
- South Asian/East Indian
- West Asian/North African/Arab
- West Mixed Origin
- Chinese, Japanese, Southeast Asian, Non-White, Not Self-Identifying

53% Self-Identify as Women

36% Self-Identify as Male

11% Not Self-Identifying

90% Completion Rate

4.4/5 Avg. Candidate Rating

★★★★½

I learned a lot about digital assessments and how to leverage AI/Machine Learning for talent acquisition. I'm really impressed that the DND would engage in such an innovative process

— Candidate