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3/18/2024	2	City Council	Approved as Amended	Pass

Resolution to Implement Anonymous Hiring Initiative

Reviewed by: Margaret Radabaugh, Deputy City Attorney
Laura Orta, Director of Organizational Equity

Whereas, The City of Ann Arbor recognizes the fundamental right to employment and the importance of addressing biases in the workforce, including implicit bias at the beginning stages of seeking employment, in order to employ a diverse workforce that reflects the diversity of the community;

Whereas, Research has demonstrated that a local government organization with a diverse workforce is an organization which values equity, inclusion, and diversity, thereby enhancing innovation and opportunities for government work approaches in Ann Arbor;

Whereas, The “Anonymous Hiring Initiative” aligns with the City of Ann Arbor’s commitment to social justice, equity, and the elimination of discriminatory and prejudicial hiring practices;

Whereas, Anonymous Hiring can significantly assist individuals who identify as female, here forward referred to as women, whom experience significantly higher job gaps or rates of employment than individuals who identify as men;

Whereas, Anonymous Hiring aims to prevent implicit biases and begin a path to employment for women in a government agency where the pay gap between men and women is smaller than the pay gap with other employers;

Whereas, Anonymous Hiring assists in the dismantling of multiple negative employment outcomes for women especially women who hold additional intersectional identities of historically marginalized

groups;

Whereas, The month of March celebrates Women's History, as well as historically celebrated within March there is an acknowledgment of Equal Pay Day wherein white women achieve equal pay parity to white men's pay from the previous year with dates further in the year identified for pay parity for women of color;

Whereas, Individuals with legal, former, and preferred names that reflect a marginalized culture, ethnicity, or gender identity can face unfair barriers to employment, that can perpetuate cycles of poverty, inequality, and social exclusion;

Whereas, Information can be inferred by not only name but by prefix and suffix;

Whereas, An individual's home address has the potential to expose applicants to implicit biases and discrimination that often compound difficulties in securing employment, while removing the possibility of bias related to a home address can significantly improve job prospects and economic stability;

Whereas, The persistent linkage between bias awareness and objectivity in hiring underscores the need for initiatives like the "Anonymous Hiring Initiative" to attempt to level the playing field for all job seekers in Ann Arbor;

Whereas, Employment is a critical stepping stone towards breaking the cycle of poverty, and fair hiring practices are essential to providing all applicants, regardless of their legal and preferred name, prefix, suffix, address, email address with equal opportunities to improve their livelihoods;

Whereas, The "Anonymous Hiring" initiative provides greater access to total compensation benefits in the City of Ann Arbor, which are set as industry leading in support for women and the disproportionate responsibility of caregiving placed on all women;

Whereas, Fostering equitable access to jobs for all individuals through the "Anonymous Hiring Initiative" is a crucial part of the City of Ann Arbor's commitment to reducing economic disparities and promoting inclusive growth;

Whereas, Diverse communities are disproportionately affected by the prevalence of implicit biases, and as a result, face greater challenges in the job market due to implicit bias associated with certain identifying information;

Whereas, The "Anonymous Hiring Initiative" is a critical step towards addressing the systemic inequalities and biases that individuals face in the employment process;

Whereas, Ensuring fair employment opportunities for citizens of all identities is necessary for the City of Ann Arbor's effort to promote racial equity and social justice;

Whereas, The City of Ann Arbor recognizes that supporting the successful employment of all individuals into the workforce is not only a matter of fairness but also essential for the inclusivity, well-being, diversity, socially just, and equitable environment of the community;

Whereas, Ensuring that all citizens, regardless of their individual identities, have equal access to job

opportunities and consideration is essential for fostering a diverse, inclusive, and dynamic workforce;

Whereas, The “Anonymous Hiring Initiative” supports the City’s broader goals of reducing unemployment, improving economic stability, and building a resilient community;

Whereas, Embracing fair hiring practices demonstrates the City of Ann Arbor’s leadership in human rights and sets a positive example for other cities and employers;

Whereas, Implementing “Anonymous Hiring” contributes to the creation of a more equitable labor market in Ann Arbor, ensuring that skills and qualifications are the primary factors in hiring decisions;

Whereas, The City of Ann Arbor is committed to upholding the dignity and potential of every applicant, and recognizes that identifiers should not be an insurmountable barrier to fair consideration and future opportunities;

Whereas, The City of Ann Arbor is committed to fair hiring practices, removing potential biasing information, and reducing barriers to employment for all citizens; and

Whereas, The “Anonymous Hiring Initiative” aims to provide all job seekers to the City of Ann Arbor with an equal opportunity for consideration;

RESOLVED, During the initial application and screening process, the City will strive to make sure the recruitment team and hiring manager do not see potentially biasing information on employment applications, including legal, prior, and preferred names, prefix, suffix, personal email addresses, home addresses, and photographs to promote impartiality in the hiring process;

RESOLVED, The City will investigate solutions which allow applicants legal and preferred names, personal email addresses, gender, and home addresses to be removed from an individual’s job application;

RESOLVED, The City Administrator shall develop a recruitment strategy that includes partnerships with Michigan Works!, parole boards, Supportive Connections, colleges, Neutral Zone and other agencies, dedicated to aiding women and historically marginalized citizens;

RESOLVED, The City will develop a hiring, interviewing, and recruitment strategy along with ensuring training is provided to all persons involved in recruitment, hiring, and onboarding about DEI-centered practices to promote inclusive, equitable, and bias-aware recruitment and retention of a diverse workforce;

RESOLVED, The City will monitor the implementation of these measures, ensuring compliance with the principles of equity and fairness, and providing annual reports on the effectiveness of this initiative in the equity reporting required by R-18-291; and

RESOLVED, The “Anonymous Hiring Initiative” reflects the City of Ann Arbor’s commitment to promoting inclusive and equitable employment practices and fostering a diverse community where everyone can thrive.

Sponsored by: Councilmembers Harrison and Eyer

As Amended and Approved by Ann Arbor City Council on March 18, 2024.