

MEDIA RELEASE

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THE COMMISSION WELCOMES COMBATING RECRUITMENT BIAS INITIATIVE

The Victorian Multicultural Commission (VMC) supports the Government's initiative to create a level playing field for those applying for work.

The VMC welcomes "Recruit smarter" the 18-month pilot program, which aims to counter any potential bias during recruitment and ensures candidates get the best opportunities regardless of their background while employers get the best people for the job to improve their bottom line.

In an area that provides assistance to candidates from non-English speaking backgrounds, the VMC also welcomes the investment \$200,000 to NGOs and the private sector to provide training to address hiring biases.

The VMC strongly supports the collaboration between government agencies and the private sector in delivering the implementation plan, training requirements and evaluation tools for this project.

Quotes attributable to the VMC Chairperson Helen Kapalos

"We know from speaking directly with the community that hiring bias, including unconscious bias, exists. The Government's initiative is an Australian first in addressing the issue on two levels. Raising awareness in both the government and private sector as well as developing the training and tools that will change the way we do business across the board. This is an important step towards equality; an important step for multiculturalism."

"The "fair go" ethos sits at the core of the multicultural philosophy. Addressing hiring bias will ensure Victorians receive the same opportunities as colleagues of a different culture, gender or age."

Media enquiries:

Kyriakos Gold, VMC Communications and Events Manager
0419 927 230 or Kyriakos.gold@dpc.vic.gov.au