



City Auditor's Office

Recruitment Processes Audit

Why we did this

- Recruitment is key process that supports building a diverse organization.

What we concluded

- We validated The City's recruitment processes against 4 categories within the 2021 Global Diversity, Equity, and Inclusion Benchmarks maturity model.
- Our audit identified activities in the recruitment process that successfully supported diversity, and additional initiatives underway to support future enhanced maturity.
- Our audit work identified four recommendations to support the maturity of the recruitment process as it relates to diversity, related to:
 - 1) Enhancing the Diversity and Inclusion in the Workplace Framework content;
 - 2) Completion of the updated diversity related recruitment training; and
 - 3) Implementing a recruitment competition file oversight process.

Why it matters

- Utilizing the collective experiences, skills and perspectives of a diverse workforce is important to The City as it creates business value and supports The City's commitment to make life better for all Calgarians.