

Students name -

Manik Sharma , Abhishek Garg



# **World Vision Canada**

World Vision Canada is a non-profit organization that works on bringing endure changes in the lives of people who are affected by poverty. World Vision is a dedicated organization that follows Christian values to work with the people who are at risk of losing their lives due to poverty. The company's core values are their values of Christianity, their commitment to helping the poor, the understanding of their responsibility. The founder of the world vision is BOB PIERCE. The CEO and the President of the organization are MICHAEL MESSENGER. He graduated from Gordon College in Wenham, Massachusetts, with a bachelor's degree in economics. He also has a Master in Business Administration from Western University's Ivey Business School. He also holds The Doctor of Law and Doctor of Jurisprudence Degree from the University of Toronto. He resides near TORONTO with his wife and two adult children. He has worked in countries where people are living vulnerably like the Central African Republic, Afghanistan, and South Sudan. He runs the marathons which raise awareness and collects for children of their organization.

## **Discrimination**

Discrimination is the process of being bias towards another individual based on their race, religion, color, nationality, shape of their body, gender, age, and other aspects. It is when the people form a certain impression of the other individual and feel superior to them.

Discrimination is one of the leading problems that are faced around the globe by people.

There are several types of discrimination that are faced by people such as racial discrimination, gender discrimination, age discrimination, discrimination on the physical physique even at working space. It affects the lives of people adversely by affecting their mental health. The people who face discrimination regularly deal with depression, high blood pressure, anxiety, and substance use at a higher rate than others. The organization is formed to help better the lives of children and their families who are vulnerable which is a good cause and the organization mentions that it does it despite their race, religion, and gender. But the first discrimination that could be spotted is that the organization follows the values of a certain religion which bounds the thought process to a certain religion which could make people of other religions feel inferior. And while scrolling through the website the pictures that are used to represent the affected people are mostly of black colored people which could portray a wrong message towards the people with black color skin by making them feel inferior to others. The organization should have more awareness of their steps as it delivers a message even subconsciously. It can work on the representation of the company with a little less discrimination and can help bring the required change.



The image represented is a great example of discrimination faced by people in various aspects.

There are several examples of discrimination around the globe:

- One of the great examples of discrimination that is happening currently can be seen in AMERICA. The moment of black lives matter, the hate against Asian communities living in the region is the eye-opener to the world of how discrimination is practiced daily in life.
- There was a recent case in which a woman named Eileen Jolly aged 89 years won the case against Royal Berkshire Hospital, UK based on age discrimination. She was the former medical secretary for the company.
- Meseret Kumulchew who was supervisor at Starbucks in Clapham, South West London claimed that she was discriminated against for creating a blunder because of her condition of dyslexia at work. She won against the company as she claimed that she was

discriminated against on the grounds of her disability and was falsely accused by the company for falsifying the documents at work.

**Recommendations** to eliminate systematic discrimination in the hiring process which could bring the practical approach of hiring a candidate at world vision could be:

- Not to create an Impression of the Candidate by relating to them as yourself.

For example - While hiring a candidate do not relate to them for the favor of things which you have experienced as well. Like attending the same school or university, or for having the degree in the same subjects as you, or by thinking that if they are older or younger they might not fit in the team, etc.

- To Reword the Job Descriptions in making them more all-inclusive and upright.

For example – Replace gendered focused language with impartial phrasing, replace words like "salesman, craftsmen with a sale rep, crafts rep" and his or her with their and the language. Use such software which helps in creating a more impactful job description irrespective of any discrimination.

- To use Testing as the Main Resort for hiring a candidate.

For example – Testing is when candidates are asked to take a certain screen test to specify their relevance for the job. This is one of the best options as it helps to recruit candidates which are fit for the job and can be an asset to the company.

- To create a Diverse Team for the recruitment process.

For example – Try to have more than one or two people in the process of making a final decision for hiring a candidate as this eliminates or reduces the chance of personal discrimination and can make the best decision. Diversity in the people for selecting the candidates can be the best way to reduce biases.

- Blind Hiring.

For example – This is a process in which the information related to gender, race, and other discrimination bars is kept hidden throughout the process of recruitment.

- Conducting surveys

The organization can conduct surveys on regular basis from within the company and can evaluate if anybody is being discriminated against. This could help improve the work environment a lot and can improve the efficiency of the company.

## **References:**

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