

Proposed Evaluation Criteria

No.	Description	Met / Not Met	Comments
C1	<p>Employment Equity – led or owned</p> <p>If the Bidder can demonstrate that they are Employment Equity group – led and/or owned company, and that their workforce is representative of Canada’s labour force with respect to the members of the following 4 designated groups under the Employment Equity Act:</p> <ul style="list-style-type: none"> • women • Indigenous peoples • persons with disabilities • members of visible minorities 		
C2	<p>Industrial Organizational Psychologist</p> <p>The bidder must submit the resume of the proposed industrial organizational psychologist and a summary of their experience.</p>		
C3	<p>Official Languages</p> <p>The project team proposed must be able to deliver services at the advanced level in both English and French.</p>		

No.	Description	Met / Not Met	Comments
M1	<p>Project Lead Experience</p> <p>The Bidder must demonstrate the proposed Project Lead/Partner has previously led and supported the implementation of Employment Systems Review recommendations for organizations of at least 750 employees within the last 10 years based on the requirements outlined by the Canadian Human Rights Commission. The bidder must provide detailed project descriptions that include at least five of the following nine employment systems:</p> <ol style="list-style-type: none"> a. Recruitment b. Selection c. Hiring d. Development e. Training f. Promotion 		

	<ul style="list-style-type: none"> g. Retention h. Termination i. Accommodation 		
M2	<p>Employment Equity Data Analytics Experience</p> <p>The Bidder must demonstrate the proposed Project team has at least (X)* years of combined experience analyzing quantitative and qualitative workforce data in order to identify employment equity barriers.</p> <p>*note: INFC is open to feedback on number of years</p>		
M3	<p>Policy Experience</p> <p>The Bidder must demonstrate the proposed project team has at least 10 years of combined experience reviewing and analyzing human resources policies/practices within the federal Canadian public service.</p>		

No.	Rated Evaluation Criteria	Rating Scale	Results
R1	<p>Points will be awarded for experience performing Employment Systems Review consultations with underrepresented groups such as women, Indigenous communities, Black communities, people with disabilities, LBGTQ2+ and members of visible minority groups.</p> <p>The bidder must provide detailed project descriptions that include:</p> <ul style="list-style-type: none"> j. Recruitment k. Selection l. Hiring m. Development n. Training o. Promotion p. Retention q. Termination r. Accommodation 	<ul style="list-style-type: none"> 1. 5 systems: 5 pts 2. 6 systems: 6 pts 3. 7 systems: 7 pts 4. 8 systems: 8 pts 5. 9 systems: 9 pts 	
R2	<p>Intersectional Perspective</p> <p>Points based on the number of tools used in consultations with underrepresented groups such as women, Indigenous communities, Black communities, people with disabilities, LBGTQ2+ and members of visible minority groups (GBA+ in one example).</p>	<ul style="list-style-type: none"> 1. 1 tool: 5 pts 2. 2 tools: 10 pts 3. 3 tools: 15 pts 4. 4 tools: 20 pts 	

R3	The Bidder should demonstrate experience in the last 10 years reviewing and analyzing human resources policies/practices.	<ol style="list-style-type: none"> 1. Private Industry experience: 5 points 2. Municipal or provincial: 10 points 3. federal Canadian public service: 15 points 	
R4	The bidder should demonstrate at least five years of experience working with or for organizations that serve or support traditionally underrepresented groups such as women, Indigenous communities, Black communities, people with disabilities, LBGTQ2+ and members of visible minority groups.	<ol style="list-style-type: none"> 1. Five years of experience: 10 pts. 2. Every year of experience after that: 2 pts. 	