

Knockri and Plum — Canada's AI-Screened Diversity Recruitment Pilot That Skipped Required Privacy Reviews

AI in the Public Sector · Good practice · Canada

Quality score: 40/100

Evidence strength: Moderate

Summary

Canada's Defence Department used AI tools Knockri and Plum to screen 422 executive-track candidates to a diverse shortlist, with 7 appointments by May 2021. Canada's Privacy Commissioner found DND used the tools without the mandatory privacy and algorithmic impact assessments.

Key dimensions

Dimension	Score
Evidence of impact / measured public value	2/3
Transparency, fairness & accountability	1/3
Transferability / demonstrated replication	2/3
Scalability beyond pilot	1/3
Governance, capability & sustainability	0/3

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-25

Department of National Defence (Canada), with findings by the Office of the Privacy Commissioner of Canada — accessed 2026-09-25

DND EX-01 Report – Visible Minorities Recruitment Campaign (canada.ca, 5 May 2021) — accessed 2026-09-25

National Defence skirted federal rules in using artificial intelligence, privacy commissioner says – The Globe and Mail (7 Feb 2021) — accessed 2026-09-25

Defence department didn't follow government AI rules with hiring-tool test – The Logic (8 Feb 2021) — accessed 2026-09-25

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