



ELIMINATING BIAS IN RECRUITMENT & SELECTION

WORKSHOP

Unconscious bias training assists hiring managers in understanding their implicit assumptions and prejudices. It seeks to reduce bias in hiring by transferring skills for inclusive recruitment and objective selection.

Cognitive neuroscience research shows us that most decisions we make, particularly about people, are contaminated by biases that operate under the scope of human consciousness. Unconscious bias in selection has profound implications—when assessing a candidate's suitability for a role, we add our own subliminal and emotional criteria to that decision. Criteria we might not even be aware of and which may have no basis in facts. Bias can also be institutionalised in the form of recruitment practices that systematically favour some groups over others.

If you have biases which are impacting recruitment and selection you are likely not choosing the best person for the job. Also, you are likely to end up with a relatively homogenous workplace, missing out on the competitive potential of a diverse workforce.

Inclusive recruitment involves fair candidate attraction processes that are welcoming to diverse talent. Fair and welcoming candidate attraction means that individuals with diverse backgrounds are equally likely to be made aware of and apply for open roles compared with candidates with traditionally dominant backgrounds. Objective selection involves assessment methods that minimise the propensity for bias to influence decision-making.

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WORKSHOP OUTLINE

- Examples of bias in recruitment, selection and assessment
- Hiring for fit vs. hiring objectively
- The costs of poor recruitment and selection at the organisational and individual level
- Organisational drivers for diversity
- The nature, origin and consequences of cognitive and social bias including stereotypes and affinity bias
- Bias pressure-points
- Micro-biases, including micro-linequities and microaggressions
- Developing awareness of one's own bias
- Evidence-based techniques for managing bias
- Overview of inclusive recruitment and objective hiring practices with deep dive into structured interviewing and objective questioning
- Responding to bias in others
- Action and accountability plan

LEARNING OUTCOMES

- Understanding of the nature, origin and consequences of bias
- Knowledge the types of bias that impact recruitment and selection
- Awareness of one's own biases
- Understanding of when one is most susceptible to bias
- Knowledge of best-practice inclusive recruitment and objective hiring
- Skills for managing bias and objective interviewing
- Appreciation of the value of diverse employees
- Willingness to tap non-traditional talent pools
- Commitment to adopting objective hiring practices

PARTICIPANTS

- Hiring managers seeking to improve their diversity and inclusion capability and develop skills for inclusive recruitment and objective selection

DELIVERY

- The recommended length of the workshop is a half-day (3-hours). The workshop may be run face-to-face or delivered virtually over two 90-min modules.

APPROACH

Consistent with research on adult learning, we believe that the best learning outcomes result when participants engage holistically with program content. All Include-Empower.Com learning and development programs incorporate experiential learning techniques, including opportunities to reflect on and apply learnings to the real-life challenges facing participants.