Reducing Implicit Bias in Recruiting

Created & Presented by Nancy Boyle Employee Assistance Trainer

Learning Objectives:

- Discuss importance of recruiting diverse pool of candidates

- Define implicit bias

- Review strategies to reduce implicit bias in recruiting

Importance of diversity in the workplace for job seekers

- 2 out of 3 job candidates seek companies that have diverse workforces. (Glassdoor)

- 74% of millennial employees believe their organization is more innovative when it has a culture of inclusion, and 47% actively look for diversity and inclusion when sizing up potential employers. (Deloitte)

"This is a generational shift in the belief that these values are really important and foundational to their experiences as workers,"

"You can say there's no systemic racism, but millennials and Gen Z don't believe that. If you're under 35, you expect these conversations, and if you don't offer them, you'll have trouble recruiting."

- Corporations identified as more diverse and inclusive are 35% more likely to outperform their competitors. (McKinsey)

- Diverse companies are 70% more likely to capture new markets. (HBR)

- Diverse teams are 87% better at making decisions. (People Management)

- Diverse management teams lead to 19% higher revenue. (BCG)

Bias definition:

Bias- a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group or institution and can have negative or positive consequences.

Unconscious Bias (also known as implicit bias) are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

How do biases occur

- Automatically
- Mental shortcuts that are created and reinforced by our environments and experiences affecting:
  - Feelings or emotional response
  - Behavior
  - What you believe, and what you believe to be true (may not actually be true)

Bias Influencers

- Peers
- Family
- Friends
- Media
- Culture
- Past Experiences

http://www.garph.co.uk/IJARMSS/Mar2014/5.pdf

Group Dynamics

- In Group- social group to which we belong ("Us") viewing members more positively than members of out group

- Out Group- social group to which a person does not belong ("them")

Bias Definition

Perception bias-

The tendency to form stereotypes and assumptions about certain groups that make it impossible to make an objective judgement about members of those groups.

Strategies For Reducing Implicit Bias in Recruiting

Assess Yourself-
Identify & Reducing Your Implicit Bias

I- Introspection

M- Mindfulness

P- Perspective-taking

L- Learn to slow down

I- Individuation

C- Check your messaging

I- Implementing fairness

T- Take Two

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Rework your job descriptions

What language is being used?

Tools to mitigate bias in hiring:

- Textio

- Gender Decoder

Sourcing Candidates & Reviewing Resumes:

- Hundred5

- Skillist

Show your existing workplace diversity

- Who do you currently have employed?

- Is your recruitment representing where you are, and would like to be in your diversity efforts?

- Diverse Networks
  - Job Fairs
  - Community Events
  - Online sources

Advertise jobs through new channels

- Vet Jobs
- Recruit Military
- Women in Tech
- IMB Diversity
- Hispanic Today
- Black Career Network
- PDN Recruits
- Collaborate with State Employment Agencies

Importance of having a diverse hiring team

Identify the panelists skills and diversity contribution

Account for inclusivity

- Here are some factors you should consider when building a diverse interview panel:

- **Gender:** Take representatives from gender, non-binary, and transgender groups.

- **Race/Ethnicity:** Consider individuals various ethnic backgrounds

- **Sexual Orientation:** Include interviewers of varying sexual orientations from the LGBTQIA+ community.

- **Religion:** Include people of different religious affiliations with varying beliefs and customs.

- **Education:** Include individuals of various educational backgrounds, both formal and informal.

- **Disability:** Promote equal access for the disabled.

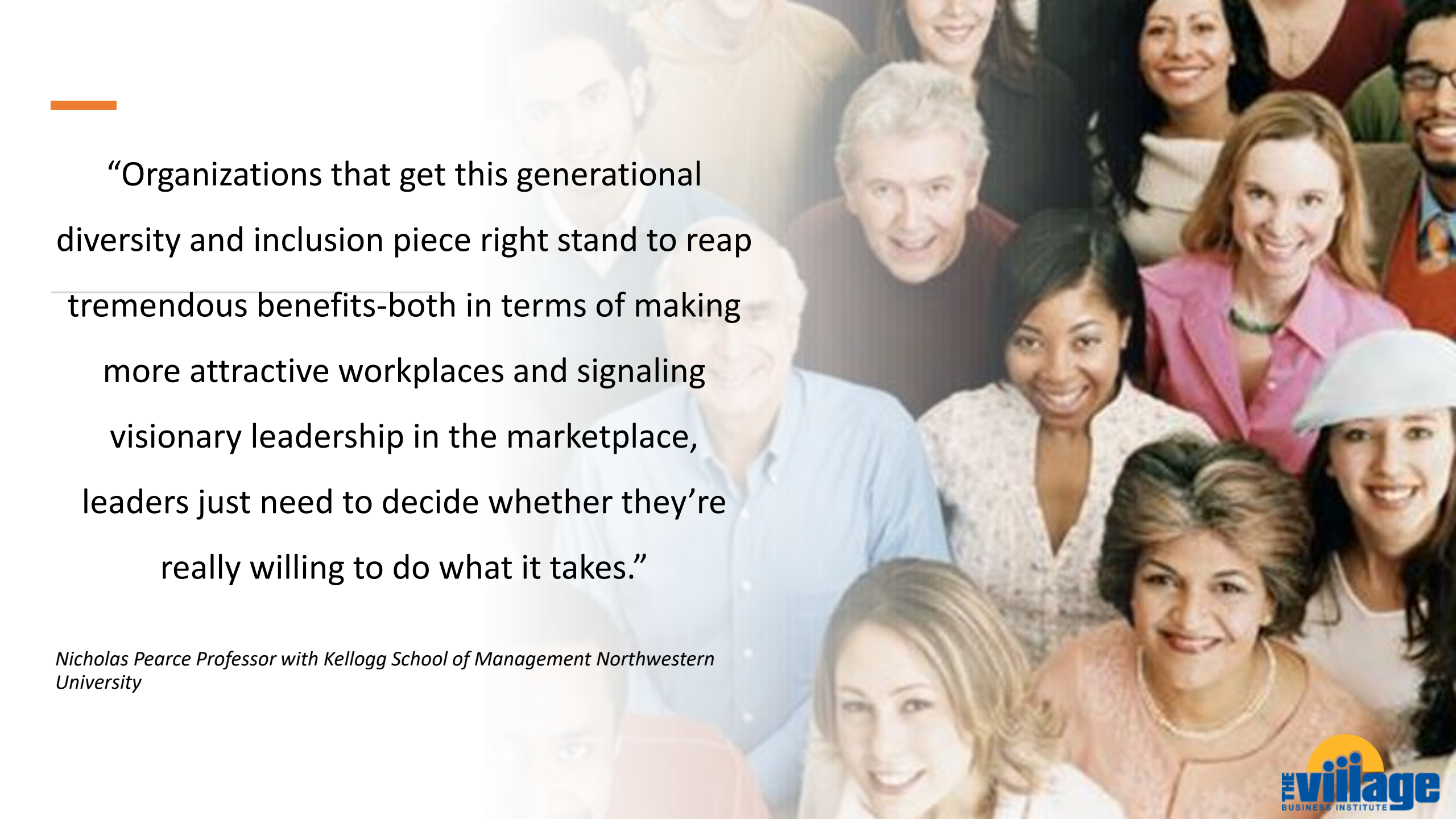Define the roles of each panelist

Standardize Every Interview

- Use structured interviews where candidates are asked the same set of predefined questions that focus on factors that directly impact job performance.

- Helps minimize bias by taking out subjective factors such as ability or appearance.

Continually Evaluate

- Define goal using benchmark data
- Measure outcomes, not just output
- Focus in retention
- Use surveys to measure inclusion

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"Organizations that get this generational diversity and inclusion piece right stand to reap tremendous benefits-both in terms of making more attractive workplaces and signaling visionary leadership in the marketplace, leaders just need to decide whether they're really willing to do what it takes."

Nicholas Pearce Professor with Kellogg School of Management Northwestern University

Feedback

www.surveymonkey.com/r/CMNN7XK

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