

# Unconscious BIAS

in the recruitment process



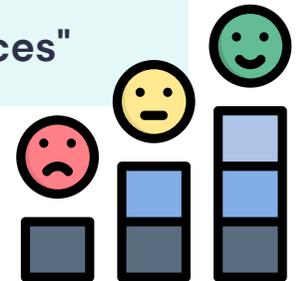
Research suggests that British citizens from ethnic minority backgrounds have to send on average **60% more** job applications to get a positive response from employers, compared to their white counterparts.



According to research from the University of Bristol, people submitting CVs with 'Muslim-sounding' names are 3x less likely to get job interviews

**Unconscious biases are formed by:**  
Socialisations, personal experiences and the representation of different groups in the media

**Unconscious biases are**  
"unintended people preferences"



## What is Inclusive Recruitment?

- Ensuring our own bias doesn't get in the way of recruiting good/credible candidates.
- An opportunity to find excellent talent - it is a missed opportunity if recruitment is not inclusive.
- It does not mean lowering the bar.

## How to make the hiring process fairer...

1.

Anonymise applications

2.

Training for hiring managers

3.

External moderation

4.

Track data

# Unconscious Bias

## in the Recruitment Process

### Unconscious Bias

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness



### Conscious Bias

Conscious biases are social stereotypes about certain groups of people that individuals are aware of and intentional about



Unconscious biases a.k.a 'unintended people preferences' are usually formed by socialisations, personal experiences and the representation of different groups in the media

### In the hiring process...

Unconscious bias can hamper an organisation's attempt at achieving diversity.

The biggest problem is that people often recruit in their own image.

In order to be an inclusive employer, 'the recruitment and hiring process needs to be equitable'.

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## in the Recruitment Process



## Activity

Look back at past job adverts from your organisation. Knowing what you know now, what can you do to improve the inclusivity of the adverts to diversify the applicants you received? E.g looking at language used, anonymising applications.

Write an honest list of the biases you have and stereotypes you believe so you are aware of them during the sifting and interview process.

## Questions

Do you hold preconceived ideas about people of a certain age, gender, ethnicity, social background, sexual orientation or education?

Where have these preconceived ideas come from?

Are most of the people you work with (e.g. the people you lead/the people that lead you) similar to you?

### Something to remember:

We all have biases, we just have to be aware of them and challenge them.