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Event

# Member Webinar

Bias Free Recruitment Practices  
10am



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## About Me

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# Agenda



- Recognising the Importance of Bias-Free Recruitment Practices
- Understanding ED&I (Equality, Diversity & Inclusion)
- Developing an Inclusive Business Culture
- Helping Diverse Candidates Discover Your Company
- Reducing Unconscious Bias
- Improving Diversity in Leadership



# The Importance of Bias Free Recruitment Practices

- Organisations can incorporate ED&I into their recruitment and hiring processes to ensure that they attract a diverse pool of candidates
- Reassessing policies and practices
- Blind recruitment practices (diverse hiring panel, CV redaction, structured processes, anonymous assessments)
- Unconscious bias training for hiring managers – see topic on unconscious bias
- Awareness campaigns

# The Importance of Bias Free Recruitment Practices

Where there is affinity between people, they will tend to make more eye contact, allow each other room to speak, and listen to one another. Where there is not an affinity we may talk over another person or not listen properly to the points they make. These micro-inequities and micro-affirmations can make a workplace seem welcoming and full of opportunity for one person, while another feels ignored or overlooked.

In some ways, being biased is part of human nature. It's natural to feel affinity with people who are like us, but what about the people who are not?

When we are thinking clearly about our decisions we can overcome this bias.

But we are not thinking clearly when we are: stressed, under time pressure or rushing, angry, upset and emotional, physically tired, relying on impulses and habits

Then, we are less likely to recognise that bias is happening.



**Discrimination**

**Description**

Direct

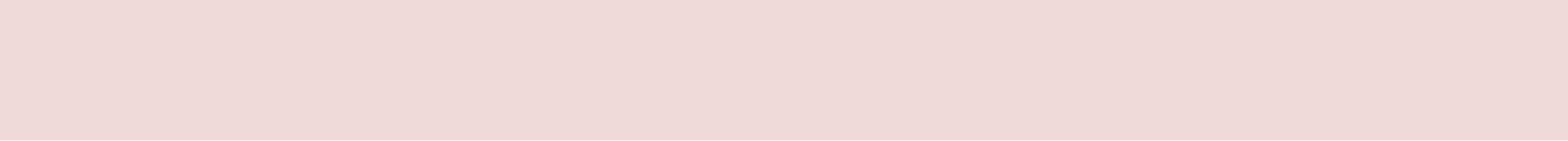
Treating someone less favourably than another person because of a particular characteristic they possess/category of society they sit in

Indirect

Having a rule/policy/ condition in place that applies to everyone and disadvantages someone who possesses a particular characteristic or sits in a particular category in society

Perceptive

Directly discriminating against someone because you/ others think negatively about a particular characteristic they possess /category of society they sit in



## Understanding Neurodiversity in the Workplace

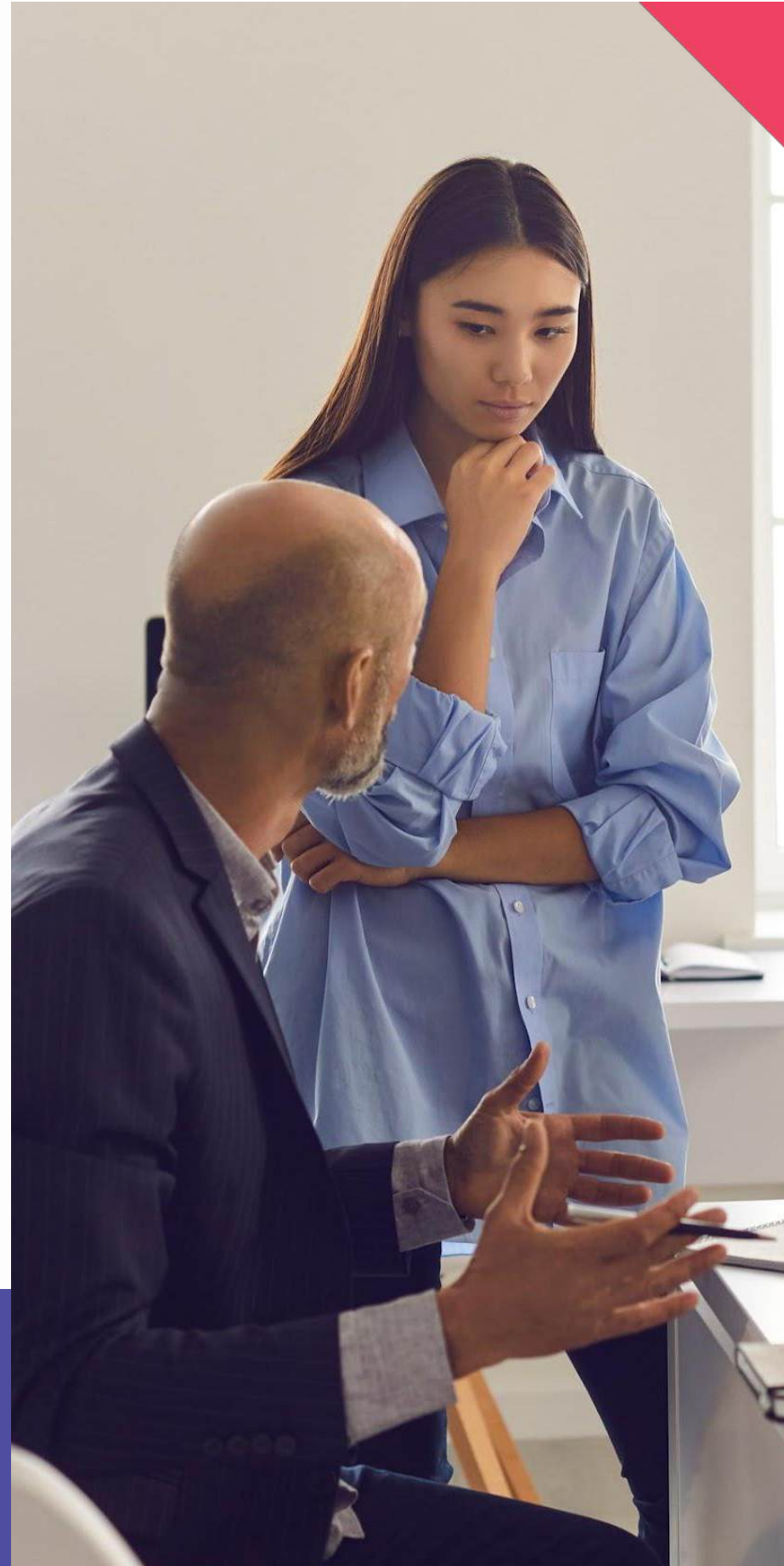
Approximately 20% of the global population have a neurodiverse condition, with higher reported levels among males than females

There are two models used when describing neurodiversity and disabilities in general, the Medical Model and the Social Model.

The Medical Model assumes these differences in neurological development to be disabilities, non-adaptive deficits to be treated.

The Social Model assumes that these differences are normal variations of human neurology and that society should adapt to facilitate these differences.





## Neurotypical

People with standard brain processing and functioning

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Neurotypical people often do not know that they are neurotypical

Seen as "normal"

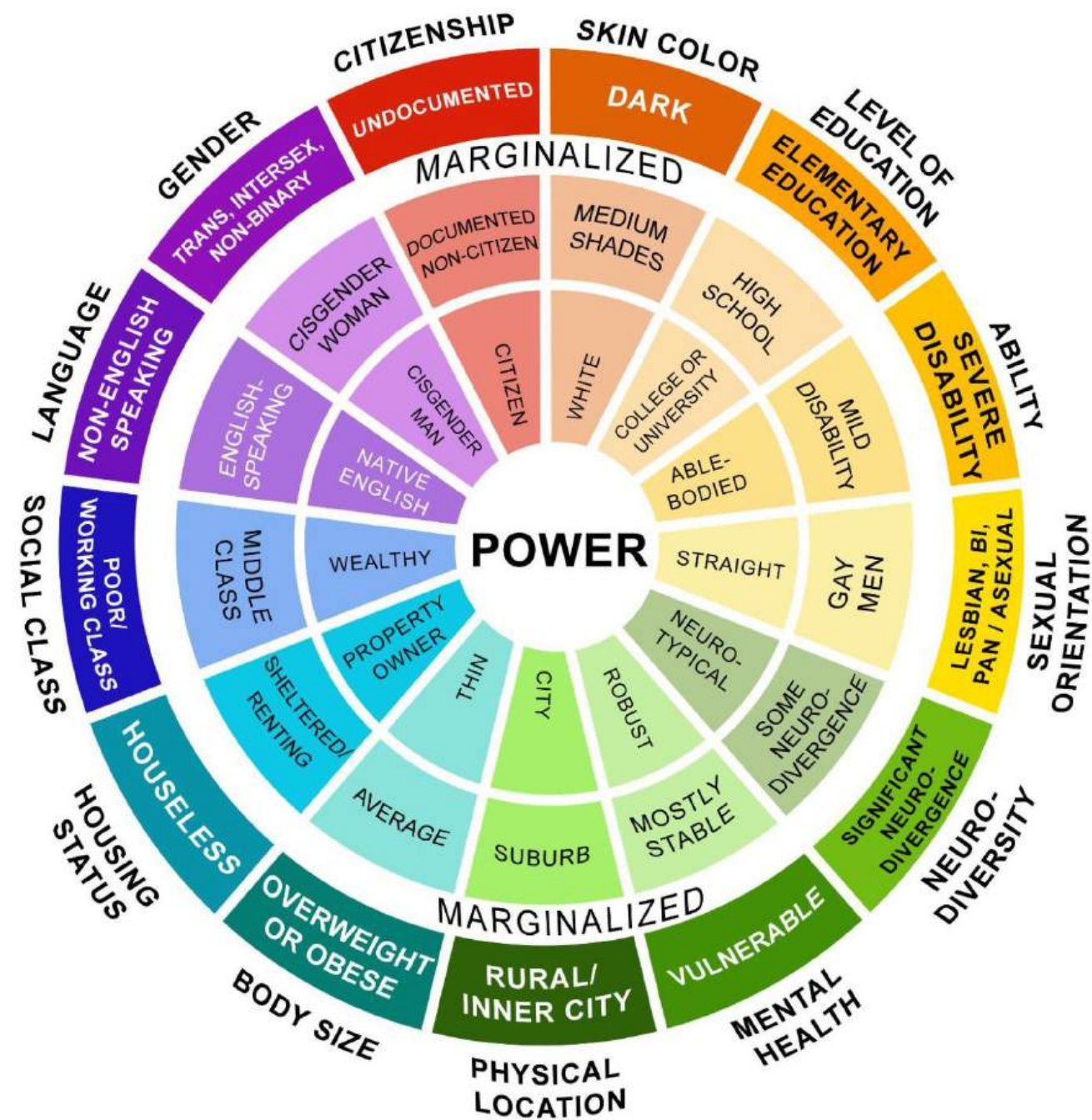
## Neurodivergent

People whose brain functioning and processing deviates from what is considered "typical"

Neurodivergent people are usually made aware that their brains function differently

Seen as "abnormal"

## Social Location: Power and Privilege



# The Importance of ED&I

- ED&I refers to creating a culture that values and respects differences among individuals, promoting equal opportunities, and fostering a sense of belonging for all employees
- Research has shown that diverse teams are more innovative and creative, as individuals bring different perspectives and ideas
- Employees in inclusive environments report higher levels of job satisfaction, engagement, and motivation
- Inclusive organisations are also better equipped to attract and retain top talent, leading to increased productivity and competitiveness in the marketplace
- An inclusive culture can help reduce unconscious bias, improve communication, and build stronger relationships among colleagues

# Developing an inclusive Business Culture

- Everyone has the right to feel valued and respected
- In an effective workforce it's important that all employees have a sense of self-worth and feel appreciated by their team and leaders.
- A sense of dignity can be achieved with a supportive network in place
- Compromising an employee's dignity can have detrimental effects on individuals, as well as on entire teams and the reputation of a whole organisation in general
- Employers have a duty to ensure a safe and respectful working environment, where no member of staff feels threatened, intimidated or discriminated against for any reason
- The aim of any inclusivity policy is to remove barriers to access to employment, minimise distractions or discomfort, enhance comfort, focus and performance and facilitate transition into and through work

# Helping Diverse Candidates discover your company



# Reducing Unconscious Bias

- The concept of fast thinking provides a useful insight into how unconscious biases works. Our brains need to be able to make fast, automatic decisions about the world around us so that we can react quickly to dangerous situations. These decisions are very dependent on a number of variables, including environment and context, can be very conscious.
- While this is a useful skill for our brains to have, it can trip us up when we are dealing with people. Studies have shown that fast thinking leads us to make snap judgements based on defined social categories. We judge positively when people are from a similar background or have a personal connection to us, and negatively when they don't.

01

Have you ever ran late for a meeting and then blamed it on public transport but when it is someone else blame it on their poor timekeeping? The fundamental attribution error we usually make is to assign external reasons for our own behaviour, but internal motives for others

02

The halo effect is when we are far kinder judges of people if we find them attractive. There is no correlation between beauty and any other ability or personality trait we do tend to believe that attractive people are kinder and more intelligent. Height also comes into this..... researchers have found that a person's height influences how capable and intelligent we think they are.

03

The confirmation bias – if we hold a particular belief about someone, we will look for evidence that supports our theory, while conveniently ignoring any facts that don't fit. If we believe that someone is lazy we will spend more time thinking about and discussing the times they didn't wash up than all the times they emptied the bins

04

Implicit association – Researchers have studied how we make mental connections between certain positive and negative words and pictures of different people – for example old or young, white or black, male or female – betraying racism, sexism and other stereotypes

05

The “just world” phenomenon – We tend to believe that people get what they deserve. So strong is our need to believe in the moral order of the universe that we may actually look for evidence that a victim of a crime had done something to warrant their bad luck

06

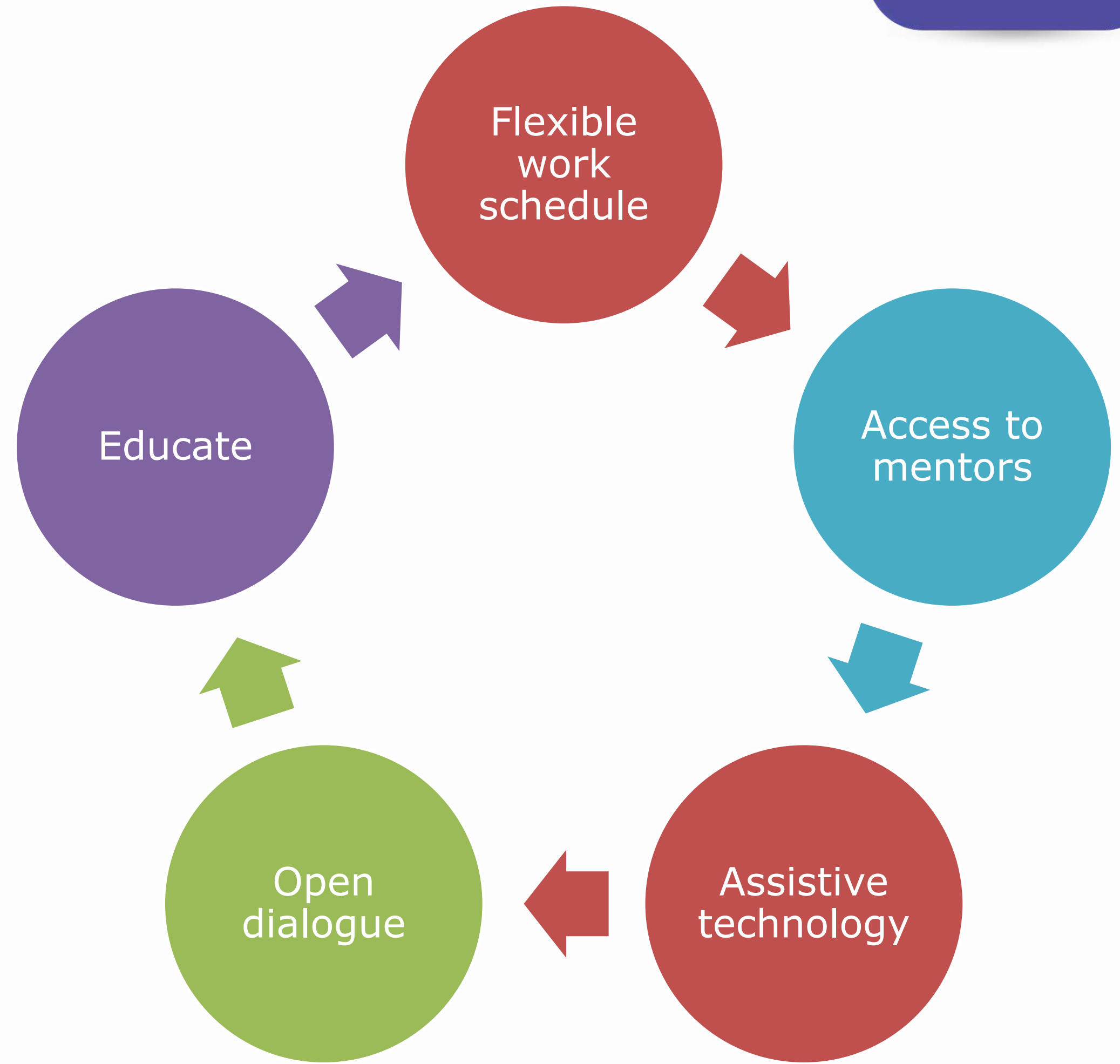
The “black sheep” effect – We are harsher critics when we are judging people who belong to the same group as us if we think they have acted in a way that might harm the group. This bias allows us to protect the group at the expense of the “black sheep”

# Improving diversity in Leadership

- Leadership plays a crucial role in promoting ED&I in the workplace. When leaders demonstrate a commitment to diversity, equity, and inclusion, employees are more likely to feel supported and encouraged to voice their opinions.
- Building a diverse leadership team is also important to ensure that decisions are made with a broad range of perspectives in mind.



# What can leaders do?



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# Recap



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# QUESTIONS & ANSWERS?

*Ask Away.*

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