

Enhancing Fairness in Recruitment: A Case Study

This case study examines a leading technology company's initiative to embed equity and inclusion principles in their recruitment processes for senior leaders. With over 3,000 employees across Europe and the US, the organisation recognised the need to position itself as a leader in inclusive recruitment practices. The comprehensive training program, conducted over two sessions in 1.5 days, aimed to upskill senior leaders and enhance fairness in decision-making whilst controlling for bias in recruitment.

Key details

Industry	Technology/AI
Location and size of client	Europe & US, 3000+ employees
Challenge	Embed equity and inclusion principles in recruitment
Solution	Two sessions over 1.5 days for senior decisions makers
Stakeholders	CHRO, Functional Departmental Directors

Identifying the need for Equity and Inclusion in hiring

Strategic impact

Creating an environment where diverse talents thrive enhances creativity, problem-solving, and overall performance.

Legal compliance

Understanding and adhering to local non-discrimination laws is crucial to avoid legal repercussions and promote fair hiring practices.

Innovation

Diverse teams bring varied perspectives and solutions, driving greater innovation.

Addressing bias in recruitment

Unconscious biases

Unconscious biases and stereotypes can significantly impact recruitment decisions, leading to discrimination.

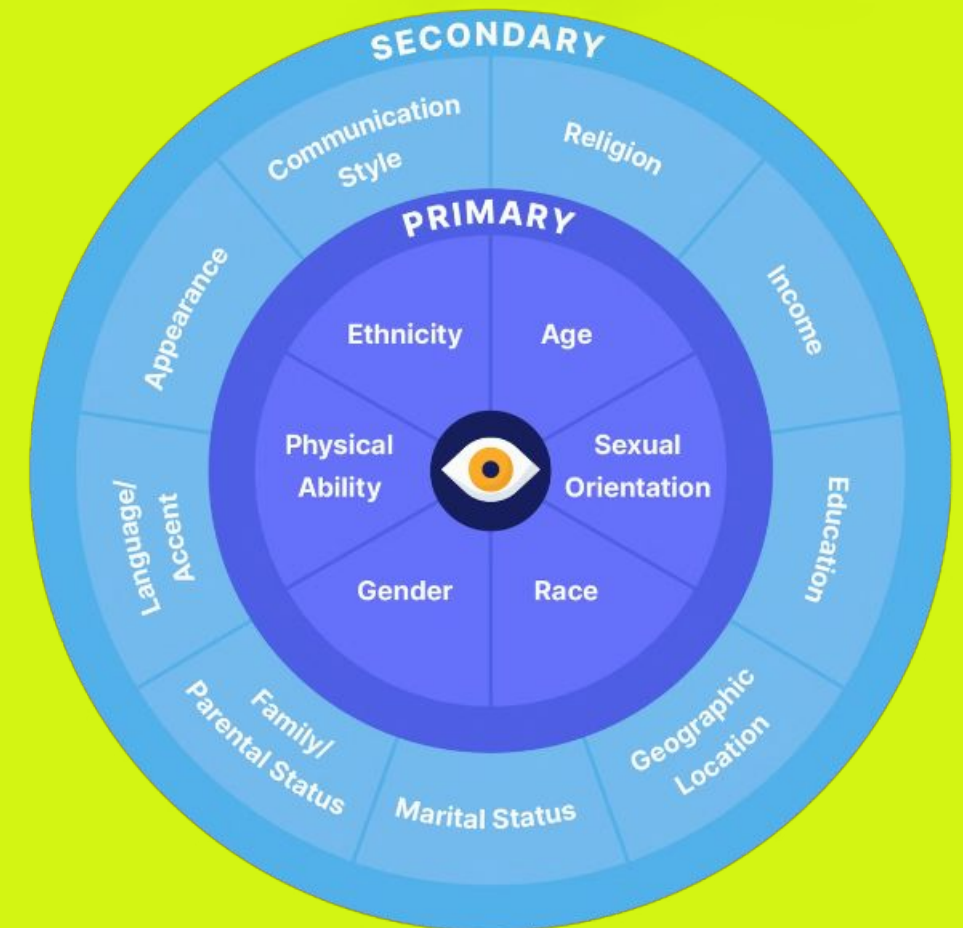
Missed opportunities

Biases can result in overlooking the best candidates for positions.

Fair evaluation

Addressing biases ensures a more equitable evaluation process for all candidates.

Common Hiring Biases



Session 1:

Presentation and discussion

1

Importance of Equity

Discussing the significance of equity in diverse organisations and its impact on overall success.

2

Inclusion and Performance

Exploring the link between inclusive practices and enhanced organisational performance.

3

Diversity for Innovation

Highlighting the necessity of diversity in driving innovation and creative problem-solving.

Session 1:

Trial by jury Exercise

1

Role-playing

Participants engage in role-playing exercises designed to highlight stereotypes in decision-making processes.

2

Individual and Collective judgement

Participants judge a crime case individually and then collectively, observing differences in decisions.

3

Debrief

A thorough debrief session explores how gender stereotypes influence decisions and judgements.

Session 2: Analysis of CVs



Understanding discrimination

Participants learn about protected characteristics under local law and how to identify potential discrimination in CVs.

Legal consequences

Exploring the legal ramifications of discriminatory practices in recruitment.

Non-legal consequences

Discussing the broader implications of discrimination on organisational culture and reputation.

Last

years' experience in human capital management, talent acquisition, & retention, handling diverse employment processes for multi-sized varied & standardized policies in hiring & recruitment, compensation, & incentives saving recruiting costs.

EXPERIENCE

Senior HR Specialist November 2015 – Present
New York, NY

Managed the company's clinical coding team by 44 analysts over a period of 18 months resulting in a \$200K monthly revenue increase. Led the Supply Chain & Process Improvement sectors for 7 weeks, resulting in 4 experienced hires. Successfully attained top ADS in the company and increased productivity by 4% points. Identified & applied enhancements & reformations reducing acceptance time to 43-47 days, maximizing hiring supervisor productivity by eliminating all employment history related adjudications, and reducing & reducing interviews by 38%. Implemented new innovative strategies increasing contact rate by 15%.

HR Specialist June 2013 – October 2015
San Francisco, CA

Managed the integration of a new web based performance management system which resulted in a 45% increase in management usage. Led the certification of company-owned industrial clinics resulting in workers' compensation premium by 12%. Designed & implemented a compensation system with established benchmarks improving retention by 33%. Designed & implemented a comprehensive on-boarding passport program as well as retention management training reducing turnover in 10 key positions.

HR Specialist August 2010 – January 2013
New York, NY

Managed career progression & manager Fast-Track programs which increased the management team & increased company talent pool by 20%. Designed custom career development programs for key positions which increased the company's future leader pool by 30%. Identified & enhanced all employee benefits' programs reaching a total of \$1.25M.

CONTACT

- Denver, OH (O)
- +1-234-456-78
- email@resumes.com
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- github.com/resumes

SKILLS

HR & Recruiting:

- Employee Relations
- Talent Management
- Recruiting
- Workforce Planning
- HR Consulting

Techniques:

- Data Analysis
- Succession Planning
- Conflict resolution
- Training & Performance Management

Tools and Frameworks:

- HRIS
- Excel
- Workday
- Kronos

Other:

- Don't forget to scan your resume before you send it to prove to get your foot in the door.

EDUCATION

Resume Worded

MBA
Human Resources
Boston, MA – May 2010

Awards: Resume Worded Fellow (only 5 awarded)
Top 10% List 2012 (Top 10% of graduates)

OTHER

- Volunteered in community communication project, run by ABC Inc.
- ABC Certification
- Professional in Human Resources (PHR)

Session 2:

Stereotypes and Microaggressions



Categories and Stereotypes

Exploring how categorisation leads to stereotypes and prejudices in the workplace.



Management strategies

Learning effective strategies to manage and reduce stereotypes in decision-making processes.



Identification exercises

Practical exercises to help identify discrimination and microaggressions in various scenarios.

Impact

Conclusion

Enhanced innovation

Improved compliance

Better recruitment decisions

Cultural change

- Investing in diversity and inclusion training is a strategic move to enhance the organisation's performance and innovation - better products, better customer relationships, higher resilience.
- By addressing unconscious biases in recruitment and fostering an inclusive culture, the company positions itself to attract and retain top talent, driving long-term success and growth in the competitive technology sector.