

3 Steps

You Can Take to Dismantle Bias + Inequity in Your Hiring Process

CHALLENGE

Hiring managers sometimes have overinflated and preconceived notions of how talent should be “packaged” in order to fit the exaggerated list of qualifications.

THE INEQUITY

The more unnecessary qualifications deemed essential to do the work, the more unrealistic the expectations you will have for the candidates you interview. You will find yourself assessing the person (i.e., their look, presence, sound, tone, etc.) rather than assessing a person's knowledge, skills and abilities (i.e., their capacity to get the job done). This is how hiring leaders leave the door open for stereotyping bias.

ASK YOURSELF

Does this person have the knowledge, skills, and ability to meet the qualifications for this role?

Hiring managers can sometimes have an exaggerated impression of the qualifications necessary to do the work outlined in the role.

The longer the list of qualifications, it creates a needle in a haystack or a purple squirrel effect and reduces the size of a potential candidate pool. Too many qualified job seekers are unintentionally eliminated.

What qualifications are necessary to successfully deliver upon each of the duties outlined in the role?

New roles are sometimes for specific individuals with no connection to business necessity.

If you are a leader and your affinity bias leads you to have a good relationship with, socialize, or only want to be around people who are like you, then these employment opportunities are predicated upon a person's relationship with and access to you. Therefore, for those with no relationship and no access, there is little to no employment opportunity.

What is the business need? What responsibilities are required to fill the gap on this team? Focus on position first, then build a pool of talent for that role.

Steps to Dismantle Bias + Inequity

STEP

03

Assess an individual's knowledge, skills, and ability to deliver upon the stated qualifications for the role.

STEP

02

Clarify the minimum qualifications necessary to execute the role's stated responsibilities.

STEP

01

Hire for a business need by clearly defining and stating the new role's responsibilities in alignment to the business gap.