



GETTING IT RIGHT

Getting it right: same vs fair treatment

In the recruiting process, we often think the best way to be inclusive is to treat everyone the same way. Are we getting it right?

If we think all jobseekers should be treated the same way, we might be assuming they all come from the same baseline regardless of their background or personal circumstances.

But not everyone is at the same level.

Yes, we need to treat everyone the same, without discrimination. But are we offering **equal access to the job opportunity** by treating everyone the same? Or do we need to level the field?

#GettingItRight



Different people have different needs. To provide equal opportunities during your hiring process, try to identify them and talk with your team about how you can address them. Keep it simple but **offer accessible options**. Does it only have to be a written application? Can you add other options to support additional needs?



Put together a **hiring panel** with people with different perspectives and life journeys. Take time to evaluate and choose the right person for the job; if you are looking to fill your vacant roles quickly, you might end up with the additional cost of a bad hire.



Try to **shift your focus** from **who** will fill the role to **what** the role needs. What are the skills you are looking for? Build the position description around the role's requirements – not the ideal person and try to focus on essential qualifications and competencies.



Use **identified positions** to provide access to those who have historically been marginalised. By intentionally creating opportunities for underrepresented groups, you are fostering a more inclusive workplace while addressing past injustices.



Keep the same mindset when you reach the **stage of interviews**; think about adjustments that will help each candidate during the process.



Sometimes, identified positions are necessary to ensure authentic representation and lived experiences in specific roles. For example, a journalist covering Indigenous issues may require an Indigenous background to provide accurate and nuanced coverage.

Interested to learn more?

- Check out the [Inclusive Recruitment at Work](#) research and report by the Diversity Council of Australia and Jobbank. It is a practical guide that will help you improve your recruiting process.
- Visit the Australian Human Rights Commission to understand more about [identified positions](#) and [positive discrimination](#).
- Watch a [video](#) on the difference between equality and equity.
- Visit our Resource Centre or [get in touch](#) with our team today.