



Getting it right: unconscious bias in hiring

Whenever we hire for a new role, our goal is to remove bias from the recruitment process and pick the best person for the job. But the reality is most of us hold unconscious biases about the people that walk in for an interview.

Are we getting it right?

Unconscious bias in hiring usually relates to seeing certain people as being better at particular jobs - for example, you might think that men make better tradies.

Try to remember what we're likely to be biased about and take account of that when conducting the recruitment process.

#GettingItRight



Look at your organisation and determine who you're missing. What faces, genders and abilities do you lack in your team? This can tell you what your unconscious biases are.



Consider asking your HR department to de-identify resumes and cover letters to eliminate a source of unconscious bias.



Consider what the role is trying to deliver and what your expectations are around that. Can the job be done flexibly to allow parents and carers time to carry out their other responsibilities? Rethink how you expect roles to be done.



During the interview, give your applicants time to tell their story. The stories may not directly relate to your industry, but they can give you insights into how the person's skills relate to the job at hand.



Try actively looking for diversity when hiring. You don't need to ignore the key competencies you're looking for; instead, you're refining the ones you want.



Help your interviewee to perform well on the big day! Make sure your location is accessible for them. Perhaps they need a remote interview, or assistance with the taxi fare or train ride to the location. Little things like this can make your organisation far more inclusive and accessible.

Interested to learn more?

- Read our [blog piece](#) about how to move beyond perceptions in the hiring process.
- 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 learn about [positive discrimination](#).
- Visit our Resource Centre or [get in touch](#) with our team today.