

Welcome to the Clarity Collective

A new virtual event community
brought to you by

clarity



The Fundamentals of Inclusive Hiring Practices

**Featuring Kolt Free
DEI Champion, DEI Educator
& Account Executive
Clarity Recruiting**



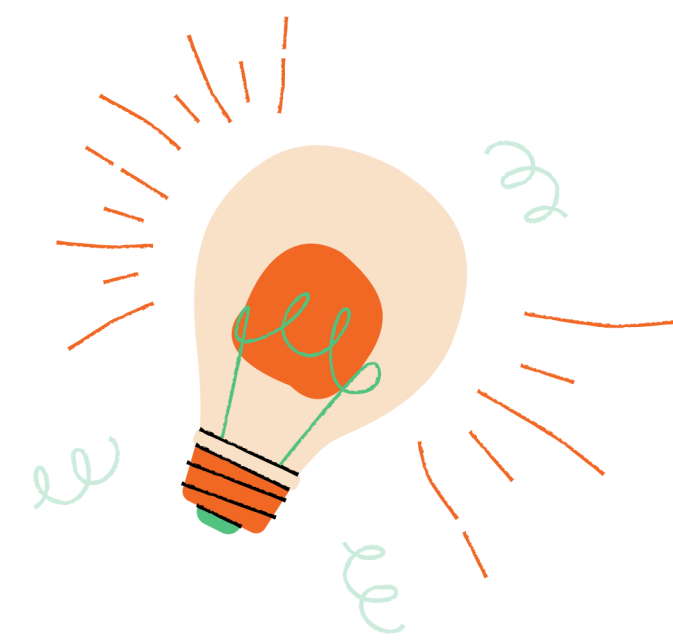
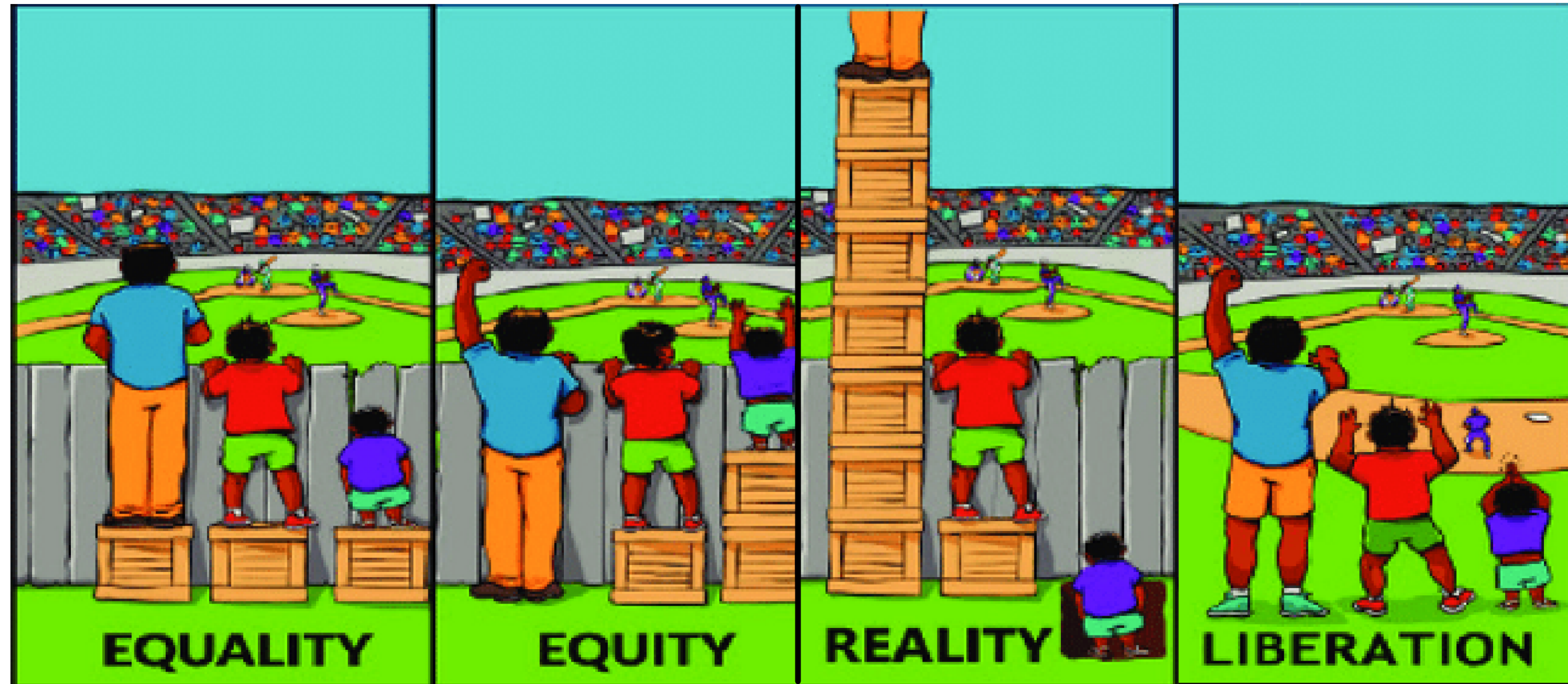
Diversity | Equity | Inclusion

Diversity describes individual, group, and social differences within a given setting.

Equity describes the state, quality, or ideal of being just, impartial and fair.

Inclusion describes the active, intentional, and ongoing engagement with diversity.





Equality vs. Equity



Your foundation to inclusive hiring practices will include:

Today's Syllabus

Bias 101

Unconscious | Affinity | Confirmation

Diversity Recruiting

Myths vs Facts

Tips to Diversify your Pipelines

Networking | Branding | Calling in vs. out

The Role of Intent & Allyship



Unconscious Bias 101

What is Bias?

Bias refers to prejudice that is in favor of or against one thing, person, or group compared with another, usually in an unfair way.

What is Unconscious Bias?

It is a quick and often inaccurate judgment based on limited facts and our own life experiences. These judgments can give individuals and groups both unearned advantage and unearned disadvantages. These attitudes and beliefs are often involuntarily and without an individuals' awareness or intentional control.



Why is unconscious bias a problem in recruiting?

While any and all sorts of bias can interfere with recruiting, these types tend to appear more often than others:

- 1. Affinity Bias leads us to favor people who we feel we have a connection or similarity to.**
- 2. The Halo Effect occurs when we perceive one great thing about a person and let that halo glow of that one thing color our opinions of everything else about that person.**
- 3. The Horns Effect is the direct opposite of the Halo effect, and occurs when perception of someone is unduly influenced by one negative trait.**
- 4. Confirmation Bias is the tendency to search for, interpret, focus on and remember information that aligns with our preconceived opinions.**



What Can We Do?

Take Action!

Actively Adjust Your Mindset

- **Be humble**
- **Slow down**
- **Individualizing vs. generalizing**
- **Perspective taking**

Focus on Debiasing

- **Counterstereotype training**
- **Adjust your media diet!**
- **Stereotype replacement**

Recognize Opportunity for Decoupling



Diversity Recruiting

Myths vs Facts



Myth or Fact?

Let's break them down...

Myth: Diversity recruiting is just learning how to do a Boolean search

Fact: Diversity recruiting is about understanding concepts of DEI in the context of recruiting -- knowing what language to use in job descriptions and outreach, leveraging employee branding, recognizing explicit and implicit bias, and setting specific goals and metrics

Myth: Candidates are well aware that job descriptions are a wish lists and are able to select appropriate opportunities easily

Fact: Adding 6 words to Zurich Insurance Groups job listings saw women's share of applications go up 20% for Senior level roles -- they added gender neutral language and noted flexible work policies



Myth or Fact? pt. 2

Let's break them down...

Myth: Meeting diversity quotas is all it takes to create an equitable hiring process

Fact: An HBR study showed that only one woman in your candidate pool equals statistically no chance she'll be hired

Myth: Candidates don't really care about diversity, equity, and inclusion

Fact: Women are 1.5x more likely to make decision during job search based on employer stance on gender and racial equality – black women specifically are 2x as likely (FairyGodBoss survey results)

Myth: Hiring a Diversity Recruiter fixes all diversity related hiring issues

Fact: Every recruiter must see diversity recruiting as their responsibility, embedded in every recruiter's day-to-day



Who's in **YOUR** network?

Let's break it down...

5-10 people you trust most (not related)	Education	Age	Gender	Race/Ethnicity	Political Affiliation	Sexual Orientation	Socioeconomic Status	Geographic Location

How Can You Diversify *Your Candidate Pipelines?*

- 1.) Harness your network - Don't forget your "Invisible Job Boards" within your social network!**
- 2.) Go to where they are. It could be time to use a Diversity Job Board to increase representation in your candidate pools.**

Here's a great source:

<https://blog.ongig.com/diversity-and-inclusion/diversity-job-boards/>



- 4.) Make sure your employer branding reflects your desire for an inclusive environment and that your entire Team knows about it. More at the end on this!**
- 3.) Call people "in" not "out"**



Diversify your Pipelines

It's easy to begin...

Start where YOU already are... on LinkedIn!

- **Diversity Equity & Inclusion Recruiting Strategy Group**
- **Diversity Sourcing and Recruiting**
- **Women 2.0 Group**
- **Athlete Network - Current & Former College Athletes**
- **The Black HR Network**
- **Grace Hopper Celebration of Women in Computing**
- **Queer HR, People, & Culture Leaders**
- **University Alumni Groups**
- **...and so many more!**



The role of INTENT

Tokenism vs Representation

Tokenism

In one article written by the Business School at Vanderbilt, tokenism is defined as “the practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated “fairly.”

Representation

Representation is ensuring that population demographics are appropriately reflected across all positions in participation, leadership, decision making, etc (especially positions that represent institutional power).



In Conclusion...

Key Principles of Allyship

- **An ally consistently promotes and embodies inclusive leadership and equitable behaviors/practices;**
- **An ally understands the necessity of moving beyond diversity initiatives towards human equity; and**
- **An ally passionately and actively engages their own communities and continuously works to dismantle oppressive structures.**



Why Are We Doing This?

Clarity | Humanity | Purpose



The Clarity Commitment

Pillars of Action

**** These pillars serve as the baseline for the Clarity Collective and inform all that we do. ****

**EXCLUSIVELY ENGAGE IN NON-DISCRIMINATORY
RECRUITMENT AND HIRING PRACTICES**

**EDUCATE OURSELVES and LEARN FROM EXPERTS IN OUR
COMMUNITIES**

**SPEAK OUT and ACT OUT AGAINST RACISM, BIAS
(unconscious, implicit + overt), and DISCRIMINATORY
BEHAVIORS**

**MAINTAIN A SAFE SPACE FOR OUR TEAM TO COMMUNICATE
+ REFLECT, AND INVITE OUR NETWORK IN FOR DISCUSSION.**



Want to get involved?

The Clarity Collective is currently planning future programming!

Have an idea for a panel? A skill you'd like to teach? Or a topic you'd love to see covered in a similar event?

**Email our Director of Communications,
Serena Bartolucci Rubino:
Serena@claritystaffing.com**

**Have a question about our content for Kolt Free?
Email him:
Kolt@claritystaffing.com**



Discussion Questions

What are some successes you've had in your organization's DEI journey?

What are some of the obstacles you face when it comes to doing this work at your company?

Any questions for us?



Until Next Time!

Thanks for joining



Sources + Recommended Reading

DEI terms and introductory information

- <https://www.cultureamp.com/blog/benefits-of-diversity-in-the-workplace>
- <https://ideal.com/diversity-equity-inclusion/>
- <https://www.ywboston.org/2019/03/beyond-the-acronym-dei/>
- <https://www.sesp.northwestern.edu/masters-learning-and-organizational-change/knowledge-lens/stories/2016/the-power-of-purpose-how-organizations-are-making-work-more-meaningful.html>
- <https://www2.deloitte.com/us/en/insights/topics/talent/multidimensional-diversity.html>
- <https://www.themuse.com/advice/what-is-an-ally-7-examples>
- <https://forge.medium.com/dont-be-an-ally-be-an-accomplice-437869756ab5>

Unconscious Bias

- <https://unconsciousbiasproject.org/think-better/strategies/>
- <https://www.td.org/newsletters/atd-links/10-steps-to-overcome-unconscious-bias>
- <https://www.youtube.com/watch?v=RhqMEiTVICU>
- <https://www.forbes.com/sites/janicegassam/2020/12/29/your-unconscious-bias-trainings-keep-failing-because-youre-not-addressing-systemic-bias/#7f0990821e9d>
- <https://www.racialequitytools.org/act/communicating/implicit-bias>
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- <https://www.learningforjustice.org/professional-development/test-yourself-for-hidden-bias>
- <https://implicit.harvard.edu/implicit/takeatest.html>

Diversity Recruiting

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- <https://www.pinpointhq.com/insights/diversity-recruiting/>
- <https://www.rectechmedia.com/blog/50-diversity-hiring-tools-and-sites>

