

Inclusive Recruitment Masterclass: Balancing Bias in the Recruitment Process

Aim

Recent communications from the Government's Equalities Office has intimated that unconscious bias training does not appear to deliver results in behaviour in the long term and has unintended negative consequences. WME remain committed to supporting organisations through the delivery of equality, diversity and inclusion interventions which also includes conversations and input around the impact of Unconscious Bias; an integral part of the recruitment process. Most importantly we see this as being an important part of delivering on and supporting the Public Sector Equality Duty.

This masterclass is designed to help recruiters and hiring managers develop greater confidence and skills to make fair, objective and inclusive selection decisions. When your goal is to create an inclusive culture, the ability to hire talented, innovative, multicultural, multigenerational and diverse individuals becomes a critical skill for your managers and recruiters.

Their ability to recruit in an inclusive way has a direct impact on the quality and diversity of your talent. Consequently, your managers need to understand how their natural biases as a result might impact on the quality of their decision making and feel empowered to challenge and lead decision making during the interview process.

If you find yourself asking these questions...

- 'How can we recruit a representative and diverse workforce?'
- 'Why are we inclined to judge performance of one person, more so than another?'
- 'Why do the same faces get promoted, when others don't get a second thought?'

...this Masterclass will add value to your organisation.

Outline

The **Inclusive Recruitment Masterclass** increases participants' understanding of the impact unconscious bias can have on the inclusiveness of the process and the overall outcome. It takes hiring managers and recruiting professionals through the neuroscience of bias. It teaches practical strategies to ensure your managers are able to recognise and address bias, while ensuring access to the best talent available for the organisation. This masterclass includes:

- The legal essentials of recruitment and selection, plus recent findings from research into unconscious bias and its effects

- The types of unconscious bias, and their impact on recruitment, inclusion, engagement and performance
- How the power of assumption, association and preference impacts our decision making
- Greater insight into participant's own unconscious bias and how to mitigate this
- The ability to identify unconscious bias in others and challenge it

Outcomes

- Awareness of how the organisation's diversity strategy drives interview skills training and the importance of their role in delivering this
- Understand unconscious bias and its impact during the hiring process.
- Able to identify where discrimination could occur
- More skilled in managing their own bias during interviews or decision making
- Greater confidence to challenge and lead decision making during interviews

Duration

3.5 hours

Delivery Approach

Online interactive session
via Zoom or MTeams

Audience

Recruiters and Hiring managers

Delegates

Maximum number of delegates
per masterclass is 12

Investment Required

WME Member:
£725 + VAT

Non-WME Members:
£870 + VAT