
Managing Biases in Hiring with Audrey Gainey

Overview:

This session discusses the difference between unconscious and conscious bias and helps learners identify biases in recruitment, selection, and hiring. Audrey also covers the impact these biases can have and some of the most common hiring biases.

Discussion Questions:

1. What are some aspects of your culture, history, or background that shape how you see the world and that could contribute to hiring biases?
2. What are some possible effects of implicit racial bias in hiring?
3. How can you (or your department) make sure you are hiring for “culture add” versus “culture fit”?
4. What are some strategies your department can implement to reduce the likelihood of racial bias during recruitment, selection, and hiring? What are some things your department is already doing?

Facilitator Notes:

1. View the webinar or listen to the podcast.
2. Answer the discussion questions above as an individual or team.
3. Explore Additional Resources and discuss highlights or assign to team members to review.

Additional Resources:

[Managing Hidden Biases that Affect the Hiring Process Course](#)